

Job Title:	Healthy Family Support Worker (Parenting)
Reports to (job title):	Band 6 Parenting Practitioners

Job purpose

To work within the 0-19 Lancashire Business unit, working and travelling within and across organisational boundaries Tuesday to Thursday. There may be some out of hours work up to 9pm to deliver evening groups.

To actively participate in the assessment, planning, implementation, delivery and evaluation of high quality, evidence-based parenting programmes to families in groups, face to face and virtual settings.

To undertake assessments using the Solihull model in parents own homes and other community settings, to ensure that identified health needs are met,

Facilitate and deliver staff training, with other team members, based on the Solihull model

To be an ambassador for promoting the use of the Solihull model across Lancashire and to be a role model for others to aspire to.

To understand the concept of Clinical Governance and to be skilled in the identification and protection of vulnerable children.

Key responsibilities

Patient Client Care

- To work with Parenting Practitioners to use evidence-based practice to develop and maintain a high-quality service.
- To deliver evidence-based parenting programmes and one to one support to children and families who self-refer or who are referred to the parenting team.
- To work with the family, using the Solihull approach model, in the development and implementation of the care package .
- To exhibit excellence in communication, containment and offering information and support that is appropriate and culturally sensitive.

- In collaboration with the parenting practitioners, the post holder will be able to act as a point of reference for families experiencing behavioural difficulties and where appropriate refer to other agencies.
- Ability to work evenings according to service requirements as part of an 'all year round' service.
- Ensure effective communication and appropriate information sharing with partner agencies.
- To support and contribute to the identification of vulnerable children and children in need of safeguarding and escalate any concerns promptly.
- To participate as appropriate in the implementation of safeguarding children's plans.
- To show a good understanding of record keeping and data collection and use of mobile working and EMIS.
- To adhere to the Nursery Nursing Professional Code of Conduct. (Volume 78, Number 2, February 2005, Community Practitioner)
- To contribute to the implementation of the Baby Friendly initiative
- To use every contact as an opportunity to promote healthy lifestyles as per 'M.E.C.C'. (NICE, 2019)
- To promote accident prevention and advice on home safety, at face to face contacts and through health promotion boards in clinic settings.
- To participate in management and clinical supervision.
- To participate with other members of the locality in the identification of local health needs

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care

flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Qualifications and Knowledge
- NNEB qualification, or equivalent to BTEC (National Diploma in Nursery Nursing) or equivalent such as NVQ level 3 (Childcare and Education) or Foundation Degree in Early Years/Education
- HNC in Childcare & Education (Scotland)
- Valid UK Driving Licence
- Daily access to use of car to carry out duties of post
- Willingness to undertake further training relevant to the Role Experience

Experience

- Post qualification experience of working with families and children with challenging behaviours
- Experience of working as part of a team
- Knowledge of Safeguarding Children policies and procedures

Skills

- A sound understanding of child development, parenting and the ability to facilitate behavioural programmes
- To be able to communicate with people from a wide range of social economic, cultural and ethnic backgrounds
- Ability to demonstrate good written and oral communication skills to effectively communicate with all disciplines
- Able to refer back to Parenting practitioners appropriately
- Able to implement specific action plans in partnership with client and family
- Ability to move furniture if required in venues for training and parent groups.
- Ability to demonstrate good interpersonal skills to communicate as well as develop and maintain positive working relationships with professional and non-professional colleagues and clients.
- Ability to maintain calmness and composure and to function positively within difficult or stressful situations.
- A positive commitment to maintaining and updating as appropriate professional and clinical skills, attitude and knowledge.
- IT literate, e.g. keyboard, word processing and e-mail and clinical systems such as Emis

Job Description

Desireable

Experience and Knowledge

- Experience of facilitating groups
- Experience of working within a community setting
- Experience of working with Safeguarding Children issues
- To demonstrate a working knowledge of the Solihull approach and to be able to give examples of using the approach in practice

Skills

- Commitment to Partnership working
- ECDL or similar basic I.T qualification

Other Requirements: You will be based at one of our 3 'Hubs' across Lancashire but occasionally required to travel, to another locality to support Parenting team members to deliver groups. Mileage for this will be paid from your normal base.

Employee signature

Manager signature
