



...turning the corner on alcohol...

Registered Charity No SC006511

Tayside Council on Alcohol

Resource Worker

Job Description And Person Specification

Post Title: Resource Worker

Hours: 35 hours per week

Salary: £24,333.40

Term: 2 years, with scope for this to be extended for a further 2 years/Job share can be considered

Location: Perth

Ref No: 2/22

Purpose of Post:

Perth Children and Families service

Tayside Council on Alcohol are an experienced support provider in Tayside and currently deliver a number of support services to children, young people and families. As a resource worker you will work across the different services within TCA's Perth Children and Family Service, these include:

- Kith 'n' Kin
- Family partnership work with Barnardos

As a Resource Worker, you will be responsible for implementing a range of interventions and support measures as part of an integrated package of social support. The service is specifically designed to address the needs of vulnerable families, through intensive support, to enable change in their lives. You will work systemically in delivering a relationship-based programme where frequency, tenacity and creativity are central.

The support is goal focussed intervention where the development of a strong and trusting relationship with the resource worker facilitates the use of modelling/coaching, relationship-based and cognitive-behavioural approaches to be used to achieve sustainable positive outcomes. The service will have an early intervention and a whole family focus.

The key role for this post is the direct delivery of support to families. The post holder will carry a caseload of 12-15 families at any one time, depending on complexity of the family situation and presenting issues. They will directly provide support to the family in their home and in the community. This support will include advice regarding meeting children's needs,

Key responsibilities:

- To assess, plan and deliver a need led programme for families and allow the families views to be heard/taken into account.
- Provision of: emotional and practical support; practical guidance regarding childcare and development; coaching and advice in relation to parenting skills; exploration of lifestyle choices; advice and support in maintaining a safe home environment; support with budgeting.
- Undertake an effective, flexible, intensive outreach approach to engage and build relationships with families. Develop working relationships which empowers families to resolve past/current issues and to develop coping strategies for the future.
- Support the development and maintenance of effective local pathways with key agencies, e.g. substance services, sexual health, housing and mental health;
- Develop focused, bespoke and creative interventions that meet the expectations of all the key stakeholders;
- Support groupwork model for carers/families
- Develop and implement child led play activities;
- Ensure outcomes are achieved through the use of Outcome reviewing and that data and recording is completed to a high standard;
- Ensure all practice matters relating to child protection or vulnerable adults are dealt with promptly and in line with local safeguarding policies;

- Represent TCA at relevant events;
- Embed a continuous learning ethos within individual and team practice including involvement in reflective practice discussions and demonstrating and maintaining healthy and professional boundaries.
- To assist with the identification and monitoring of trends and patterns of children and families and their substance use within the local community.

General requirements:

- Promote and safeguard the welfare of children, young people and vulnerable adults that you are responsible for or come into contact with through practice;
- Maintain an up to date working knowledge of legislation, statutory frameworks and codes of practice, Education Scotland, the Children and Young People (Scotland) Act 2014 and local Child Protection Procedures, and appropriate adult safeguarding legislation;
- Ensure compliance with statutory requirements and local protocols including for example GDPR and confidentiality policies, organisational policies, and Health and Safety at Work requirements;
- Work within a flexible framework in order to meet the demands of the programme outside of usual office hours and travel as required;
- Carry out duties in line with organisational policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- Participate in individual and group supervision and team meetings.

PERSON SPECIFICATION

Selection Criteria	Essential	Desirable
Qualifications	The successful candidate will hold a relevant qualification at SVQ Level 3 or above or have <i>significant</i> relevant experience of working with vulnerable groups including children and/or vulnerable	Qualifications in childcare/child protection Adult Protection

	families or problematic drug/alcohol users	
Relevant Knowledge and Experience	<p>Working with children and/or vulnerable families or problematic drug/alcohol users.</p> <p>The post holder requires a sound knowledge of child development and the early years and primary years curricular framework and relevant theory in attachment and parenting</p>	
General Skills	<p>Ability to listen to and communicate effectively with children and families</p> <p>Ability to work as part of a team.</p> <p>Ability to supervise work of others (volunteers)</p> <p>Ability to accurately and clearly record case notes deploying the necessary standard of writing and IT skills.</p> <p>Ability to write reports and produce other management information</p> <p>Demonstrate good verbal and written skills and the ability to communicate clearly and sensitively with colleagues/parents/young people and other agencies as appropriate</p>	
Personal Qualities	<p>Ability to engage with a wide range of individuals and organisations</p> <p>Ability to challenge discrimination</p>	<p>Positive and creative approach Flexible approach to work role</p>

	<p>Experience of being able to encourage, develop and motivate others</p> <p>You may be required to work such additional hours (including evenings, weekends and bank/public holidays) as may be necessary for the proper performance of your duties</p>	
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