

## Family Practitioner (Female) Job Description

<b>Job Title</b>	Family Practitioner
<b>Department</b>	Women's Community Services
<b>Location</b>	Gloucester Women's Centre
<b>Reports to</b>	Women and Families Lead
<b>Pension</b>	Auto Enrolment Pension (6% employer contribution)

### Family Practitioners:

Our mission is to ensure that families affected by substance misuse have access to support and a package of therapy helping families recover and reach their full potential.

Our structured family service will provide intensive, holistic support and a programme of family therapy to families where substance misuse, alongside domestic abuse, mental ill health is a key issue.

### Purpose of role:

To provide family support and access to a range of therapies for families with a substance misuse need delivering a trauma informed holistic service.

As a family practitioner you will offer family responsive, trauma informed practical and emotional support and access to therapies. This will also include interventions to address family resilience, parenting, previous trauma and impact of substance use on children, and relationships with the aim of reducing social harms and re-offending whilst empowering women to access opportunities to reach their full potential.

### Key Responsibilities:

- Hold a caseload of families with a substance misuse need
- Support families to work towards minimising risks, building resilience and achieving goals
- Work in collaboration with the wider team to ensure suitable referrals and wider wrap around support for families
- Work in collaboration with other support agencies including FDAC, social care services, and develop referral routes
- Provide 1:1 practical and emotional support and interventions to families
- Facilitate group interventions for families/individual family members as agreed
- Undertake a comprehensive assessment with each family/family member to identify needs to produce a collaborative strength-based action plan and therapeutic
- Work collaboratively with families based on individual need with the aim of increasing life opportunities and promoting longstanding change
- Work with partner organisations and assist families to access specialist support services in response to need
- Attend multi-agency meetings where appropriate and to act as an advocate within prescribed protocols
- Contribute to social care, Children in need meetings and safeguarding
- To adopt a support co-ordination approach, communicating and keeping all relevant parties informed of any issues, concerns and successes with particular attention to risk

## General

- To work to The Nelson Trust ethos and values
- To be responsive to families needs and utilise a trauma-informed approach
- To be aware of and work to confidentiality and information sharing protocols
- To be aware of, and work to Child and Adult Safeguarding principles, practice, and procedures
- To make use of internal line management and supervision as provided
- To be responsible for own safety and others affected by your activities and to ensure adherence to The Nelson Trust policies and procedures regarding Health & Safety and security
- To maintain and update clear and accurate written and computer records of case management
- To utilise a range of qualitative and quantitative tools to monitor women's journey of progress
- To attend relevant training and development events
- To keep abreast of issues affecting women both locally and nationally
- Perform any other duties as may be reasonably expected from you as directed by line management

The list of duties in the job description should not be regarded as exclusive or exhaustive.

All posts within The Nelson Trust are subject to a six-month probationary period.

**SAFEGUARDING** The Nelson Trust takes seriously it's responsibility for safeguarding and is committed to safeguarding and promoting the welfare of its service users. Therefore, we require that all staff share this and act accordingly by applying organisational policy and procedure and attend annual safeguarding training.

**EQUALITY & DIVERSITY** Through personal example and clear action demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.

**HEALTH & SAFETY** Promote the Health and Safety at Work Policy and Procedure and ensure these are implemented effectively within the department and at no time act in a way that may jeopardise the health and safety of clients, staff of visitors to the Nelson Trust.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

The Nelson Trust periodically reviews job descriptions to ensure that they reflect the requirements of the role as the service develops.

*This post is exempt from the Rehabilitation of Offenders Act (1974) as it involves access to vulnerable adults and/or children and successful applicants will be required to undertake an enhanced level Disclosure & Barring Service Check. Applicants must be prepared to disclose any convictions they may have and any orders, which have been made against them. Our organisation is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.*

*This post is exempt under the Equality Act 2010, Schedule 9, Part 1*

## Person Specification

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
Experience of working with families with multiple unmet needs		✓
Experience of working with women with a substance misuse need		✓
Experience of developing partnerships with local organisations		✓
Experience of undertaking needs assessments and maintaining risk assessments		✓
Experience of designing and delivering support plans tailored to individual needs		✓
Experience of monitoring and data collection systems		✓
Willingness to work holistically and deliver trauma informed approaches	✓	
Knowledge of families multiple & complex needs e.g. domestic abuse, substance misuse	✓	
Knowledge of the family systems	✓	
Ability to understand, empathise and uphold The Nelson Trust ethos, aims, principles and policies	✓	
Adherence to organisational policies, particularly with regard to child and adult safeguarding	✓	
Ability to engage with women who may find it difficult to access services	✓	
Ability to prioritise and manage a caseload	✓	
Ability to cope in stressful situations	✓	
Ability to communicate with and develop and maintain constructive working relationships with a wide range of people using excellent interpersonal and communication skills.	✓	
Commitment to extending professional competence, including ability to reflect on practice	✓	
Good computer literacy and administrative skills	✓	
Car driver with current licence and willingness to travel to different locations	✓	