Job Description

Job Title	Family Group Decision Making Practitioner (Network Activity)
Directorate	Children and Young People's Service
Service Area	Practice Improvement and Development
Grade	6
Competency Level	1
Salary	£36,581 - £41,177
Job Type	Hybrid
Location	City Wide
Disclosure and barring service (DBS)	Enhanced with Adult and Child Barred List (Adult and Child Workforce)
Job Evaluation Ref No	A10521

Job Purpose

To support the development, delivery and embedment of a comprehensive training, learning and development offer to our workforce and the Partnership around network finding, network engagement, network meetings, and network planning. The overall aim will be that all our workforce obtains the skills and knowledge to undertake this area of practice so that we see this practice, as standard, across all our work. Every child and/or young person should have the opportunity to be afforded this Network offer across the holistic practice system.

To support the development of a comprehensive 'Network Offer Plus' practice offer, this offer will support our workforce on an individualised basis around network finding, network engagement, network meetings, and network planning. This offer would be available where there is a level of complexity (high number of people in the network, conflict in the network or supporting the practitioner due to lack of confidence etc).

Directly Responsible For:

Not Applicable

Directly Responsible To:

Team Manager/Deputy Team Manager

Main Areas of Responsibility:

- To champion a culture of restorative, family-led decision-making across the service ensuring that activity is inclusive, well-coordinated, and outcome and child focused
- Work with a variety of professional stakeholders to develop, deliver and embed a Network activity offer across the practice system, ensuring that all stakeholders participate in an extensive training, learning and development offer
- Work with a variety of non-professional stakeholders to develop, deliver and embed a Network activity offer across the practice system, ensuring that any Network offer is co-produced and co-delivered
- Encourage active participation of children, young people and their networks using creative, developmentally appropriate engagement methods in the development, delivery and embedment of the Network offer
- Develop and deliver an extensive training, learning and development offer, across the internal and external, practice system ensuring that Networks are

identified, engaged and contribute to achieving positive outcomes for children and young people

- Develop and deliver a systemic approach to how our proposed Network offer will be delivered across the practice system. This will include working with a number on internal leads (Transformation colleagues, Principal Social Worker, Principal Practice Lead, Participation Lead, Service Leads and Head of Service) and external leads (Police, Health, Education and Third Sector) colleagues
- Maintain accurate records and contribute to service reporting through structured documentation and data management. This will include reporting progress to the Families First Partnership Operational Board
- Facilitate emotionally complex discussions with openness, and compassion, maintaining a calm and supportive presence even in high-pressure or emotionally charged settings
- Contribute to service development by evaluating practice, sharing insight, and participating in training and reflective supervision
- Maintain a good working knowledge of research and policy development in relation to the Family Group Decision Making model, to ensure that the service delivers in accordance with the Department of Education expectations

Supervision and Management Responsibility:

- There is no supervision or line management responsibility for this role

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- You will be required to sit stationary and use a computer for sustained periods of time

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally.
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills

Merseyside & Cheshire LGBTIQA Chartermark

required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency **Level 1**

The competency framework can be found here.

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Merseyside & Cheshire LGBTIQA Chartermark

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- A relevant qualification such as Social Work / Childcare / Health / Education / Community work at Level 3 or above (A,I)

Desirable

- Trained Family Group Conference Coordinator or a commitment to undertaking training to become a Family Group Conference Co-ordinator

Experience

Essential

- Must be able to evidence experience of influencing and/or shaping service development (A,I)
- Must have experience of delivering a training, learning and/or development offer (A,I)
- Proven ability and experience in direct work with vulnerable children and their identified family networks (A,I)
- Skilled in capturing and responding to the voices of children and families, maintaining accurate, confidential, and accessible records across various systems and digital platforms (A,I)

Merseyside & Cheshire LGBTIQA Chartermark

Desirable

- An understanding of achieving service objectives within a performance management framework

Skills/Abilities

Essential

- Ability to work independently and as part of a team (A,I)
- Strong verbal, written, and listening skills, aligned with the City Council's communication and record-keeping standards (A,I)
- Able to work creatively and innovatively to develop imaginative methods of supporting children, young people, and families (A,I)

Commitment

Essential

- Committed to supportive, flexible engagement with children and families, including availability outside standard office hours as required (A,I)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level

navajo
Merseyside & Cheshire LGBTIQA Chartermark