

JOB DESCRIPTION & PERSON SPECIFICATION

Job Description

Job Title: Family Practitioner

Salary: £30,000–£34,000 per annum (depending on qualifications and experience)

Hours: 37.5 hours per week

Location: Crawford House and Tessa Baring House (with flexibility to work across St. Michael's Fellowship services as required)

Job Purpose

To provide high-quality, relationship-based support to children and parents within a residential parenting assessment service.

Family Practitioners are responsible for building purposeful relationships with families, modelling effective parenting, supporting parents through daily routines, and providing accurate observations that contribute to robust, evidence-based parenting assessments.

Working as part of a multidisciplinary team, Family Practitioners help create a safe, nurturing and structured environment where families can develop their parenting capacity whilst ensuring children remain safeguarded.

Key Responsibilities

1. Direct Work with Families

- Build positive, professional relationships with parents and children.
- Support parents with all aspects of daily living and parenting, including infant care, routines, emotional regulation and household management.
- Model safe, nurturing and developmentally appropriate parenting practices.
- Encourage parents to reflect on their experiences and develop confidence in their parenting.
- Support the delivery of planned parenting interventions and learning opportunities.
- Promote children's health, wellbeing and development through everyday interactions.

2. Observation and Recording

- Observe parenting interactions objectively and professionally.
- Produce accurate, timely and evidence-based recordings.
- Ensure recordings are:
 - factual
 - balanced

- analytical where appropriate
- linked to agreed assessment objectives.
- Share relevant observations with the Assessing Social Worker and Practice Lead.
- Contribute to discussions that inform parenting assessments.

3. Safeguarding and Risk Management

- Maintain the safety and welfare of children at all times.
- Identify safeguarding concerns and report them immediately in accordance with organisational procedures.
- Maintain professional curiosity and recognise emerging risks.
- Contribute to risk management plans and safe working practices.
- Accurately record incidents and significant events.

4. Supporting Daily Living

5. Team Working

- Work collaboratively with:
 - Assessing Social Workers
 - Senior Family Practitioners
 - Practice Leads
 - Registered Managers
 - wider multidisciplinary professionals.
- Participate fully in:
 - shift handovers
 - team meetings
 - case discussions
 - reflective practice sessions.
- Communicate professionally and respectfully with colleagues and partner agencies.

6. Professional Development

- Participate in supervision and appraisal.
- Maintain professional knowledge through ongoing learning.
- Take responsibility for own development and reflective practice.
- Develop knowledge within identified areas of practice interest.
- Support service improvement by contributing ideas and feedback.

7. Working Pattern

- Work flexibly across a 24-hour rota.
- Work evenings, weekends and sleep-in duties as required.

- Support both planned and emergency work where necessary.

PERSON SPECIFICATION

Essential

- Level 3 Diploma in Health & Social Care (or equivalent).
- Experience of working with children and families.
- Knowledge of safeguarding and child protection.
- Understanding of child development.
- Ability to build positive professional relationships.
- Ability to manage professional boundaries.
- Good written and verbal communication skills.
- Ability to observe behaviour objectively and record accurately.
- Ability to work calmly in emotionally demanding situations.
- Commitment to relationship-based and strengths-based practice.

Desirable

- Experience within a residential family assessment centre.
- Knowledge of trauma-informed practice.
- Experience working with families affected by:
 - domestic abuse
 - substance misuse
 - mental health difficulties
 - learning disability
 - complex trauma.
- Understanding of infant attachment and early childhood development.

Personal Attributes

- Compassionate and emotionally resilient.
- Calm under pressure.
- Reflective and willing to learn.
- Reliable and accountable.
- Flexible and adaptable.

- Committed to delivering high-quality care and support.
- Able to work collaboratively as part of a multidisciplinary team.

Accountability

- Accountable to the Registered Manager.
- Operationally supervised by the Practice Lead whilst on shift.
- Supported professionally by the Senior Family Practitioner.
- Contributes evidence to assessments led by the Assessing Social Worker.