

Team Leader - Family Group Conference Service

Department: Young People, Education and Skills

Division: Children's Social Care

Reports to: Head of Service

JE Ref: CYP1125

Grade: CS12

JE Date: 28/03/2023

Job purpose

To lead and manage the delivery and further development of the Family Group Conference Service within the Government of Jersey. Maintaining the UK National Framework internally and with our partner organisations for the Government of Jersey. The post holder will be responsible for delivering a service that contributes to positive outcomes for children and families including enabling some to resolve issues that can lead to keeping a child within their own family network. This will provide a restorative solution within the family and wider community. To promote a rights-based service which allows families to actively participate in key decision-making and plans for the children in their family.

Job specific outcomes

1. Promote Family Group Conference within the Government of Jersey, in order to deliver a service that contributes to empowering wider family networks in safeguarding and decision making.
2. To lead and manage the Family Group Conference service, providing consultancy linking all relevant social workers/referrers, social work managers, and other agencies to the Family Group Conference service. To support appropriate, high quality and timely Family Group Conference referrals from professionals and individuals.
3. Ensure the Family Group Conference is an independent and impartial provision, delivered in accordance with strengths-based policy and practice standards, where service provision is maximised in the context of balancing spend within allocated resources.
4. To recruit and provide staff trained to required national standards, Government of Jersey values and maintain the key principles of Family Group Conference. To enable a staff team to convene, chair and facilitate Family Group Conferences in line with statutory legislation and guidance. From time-to-time family members may reside off the island, necessitating travel by the Team Leader or Facilitator to another area to support their inclusion.
5. To provide day-to-day support and guidance to Family Group Conference facilitators and deliver regular informal and formal supervision in accordance with requirements as appropriate.

6. To quality assure the Family Group Conference service and ensure it provides an outcome focused approach. To ensure children and families are firmly at the centre and enabled to actively participate in key decisions and plans which support their best life chances.

7. To lead workshops and presentations for relevant stakeholders and managers in order to promote and scope the profile of the Family Group Conference model, as a holistic, integrated decision-making mechanism at crucial points in the lives of vulnerable children and families.

8. To ensure guidance and publicity materials are prepared, disseminated and that these will be maintained to be up-to-date and relevant, aligned to the Government of Jersey's commitment to diversity and inclusion.

9. To maintain National Links with The Family Rights Group UK and other Family Group Conference projects ensuring that the Government of Jersey incorporates new initiatives, research information and analysis of the service.

10. Co-ordinate and deliver Family Group Conferences in a chairing role where there are family complexities, or this is required to supplement the staffing capacity of the service.

11. Compile suitable data collection sets and key performance indicators for reporting about the service. Implement measures to evaluate and determine the effectiveness of the Family Group Conferencing Service in improving outcomes.

12. Hold budget responsibility for the Family Group Conference service and process payments in a timely manner.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

- The postholder will have to comply with all the relevant state laws, such as the Children (Jersey) Law 2002, Secure Accommodations regulations, Adoption and Fostering Legislation and any other legislation financial direction or Codes of Practice.
- To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law 1989.
- To work in accordance with the Data Protection (Jersey) Law.
- To undertake such other duties as may be reasonably expected.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<p>Professional Qualification or Diploma in an area demonstrably relevant to this area of work. (Eg Children’s Social Work, Education, Youth Work, Health, Law).</p>	<p>Family Group Conference Qualification and post qualifying experience.</p> <p>Family Group Conference Training available to the right candidate, with a consultancy period.</p> <p>Minimum 3 years of experience in a Safeguarding role.</p> <p>Evidence of significant continued professional development.</p> <p>Mediation Qualification.</p> <p>Willing to pursue Family Group Conferencing accreditation.</p>
<p>Knowledge</p>	<p>Comprehensive understanding of relevant legislation, policy and good practice in management of children and families at risk. With particular knowledge of child protection, children looked after, care leavers and care planning.</p> <p>In-depth knowledge and understanding of principles and processes of Family Group Conference.</p> <p>Knowledge of the impact of poverty, oppression and discrimination on families,</p>	

	<p>specific areas of family stress eg mental/emotional health, offending, substance misuse, domestic abuse.</p> <p>The demonstrable ability to deliver highly developed written and oral presentational skills.</p> <p>Experience of conflict resolution and advanced negotiation and mediation skills.</p> <p>Good understanding of performance management, workforce development, financial planning and budget management.</p> <p>Understanding of Information Management and Data Protection.</p>	
<p>Technical / Work-based Skills</p>	<p>The demonstrable ability to deliver highly developed written and oral presentational skills.</p> <p>Fluent in spoken and written English.</p> <p>Ability to work independently, creatively and flexibly.</p> <p>Able to collate and analyse complex information.</p> <p>Ability to lead, supervise and manage a team to a high standard of performance.</p> <p>Ability to manage complex meetings, with high level of interpersonal and negotiation skills.</p> <p>Highly developed IT and analytical skills.</p>	<p>Knowledge of other languages.</p>

	Enhanced DBS required.	
General Skills/Attributes	<p>Respect for difference and diversity.</p> <p>The ability to travel island wide and attend off island training and events.</p> <p>Ability to demonstrate sensitivity with families from diverse backgrounds.</p> <p>Professionally resilient, with enthusiasm and well-developed problem-solving skills.</p> <p>Ability to deal with competing deadlines and multiple competing tasks at the same time.</p> <p>Adept at dealing with a wide range of people including children who may be challenging, abusive or even violent.</p> <p>High levels of personal integrity, reflecting the sensitivity and confidential nature of the post.</p> <p>The ability to develop and foster collaborative professional networks.</p> <p>Working flexibly to support staff in chairing complex Family Group Conferences.</p>	
Experience	<p>Significant leadership and management experience.</p> <p>Proven ability and experience in engaging vulnerable families and young people.</p> <p>Excellent communication skills and ability to</p>	

	<p>converse sensitive and emotive information.</p> <p>Experience of self-evaluation, audit and participating in inspection activity.</p>	
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Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government tier 4 core accountabilities, attributes and behaviour indicators.