

Family Group Conference Facilitator

Department: Young People, Education and Skills

Division: Children's Services

Reports to: Family Group Conference Manager

JE Reference: CYP900

Grade: 8

JE Date: 13/8/2019

Job Purpose

To act as an Independent Family Group Conference Facilitator within the Government of Jersey in house Family Group Conference Service, in accordance with National Family Group Conference standards

Job Specific Outcomes

Family Group Conference's empower wider family networks to make safe plans for their children in a family led meeting, in their own way and according to their expert knowledge of the child, family community and their culture. The aim of Family Group Conference is to offer families the opportunity to develop solutions to their current problems and they are the primary decision makers at the meeting and not the professionals.

The process encourages children and young people to take part in the decisions, which affect them. To enable children to remain and be cared for safely, within their own family network where possible.

Referrals to the service are to address a number of different circumstances and this includes Safeguarding Children, Permanency Planning, Addressing Domestic Violence, Adult Mental Health, Education, Leaving Care, Complex Needs Parents, Self-Referrals, Addressing Anti-Social Behaviour, Supporting Young Carers and their Families

Statutory Responsibilities

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

Organisational structure



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>This Relates to the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>GCE O level, GCSE Grade C or above - English and Maths or equivalent.</p>	<p>Further education FGC training</p> <p>Experience of working with vulnerable children. Knowledge of physical and learning needs.</p> <p>PECS, Makaton or BSL.</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Impact on poverty, oppression and discrimination on families.</p> <p>Local Knowledge</p>	<p>Awareness of Child Protection and Safeguarding practices.</p> <p>Knowledge of the aims and objective of FGC.</p> <p>Agency systems and relevant legislation.</p>
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Fluent in spoken and written English. Basic IT skills.</p> <p>Ability to work independently, creatively and flexibly.</p> <p>Have a full Driving Licence and use of car/public transport.</p>	<p>Knowledge of other languages.</p>
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job</i></p>	<p>Respect for difference and diversity.</p>	<p>Experience of having planned and delivered events.</p>

<p><i>effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Ability to demonstrate sensitivity to people from diverse and cultural backgrounds.</p> <p>Emotional resilience and maturity.</p> <p>Balanced perspective and ability to see others points of view.</p> <p>Ability to remain impartial and follow process.</p> <p>Confident to Chair and facilitate meetings.</p> <p>Enthusiasm and a good sense of humour.</p> <p>Ability to present information clearly and accurately, both in writing and verbally.</p> <p>A commitment to empower, not rescue families.</p> <p>Understanding Children's needs are paramount and need protecting.</p> <p>Trust and holding confidentiality</p>	<p>Knowledge and understanding of family dynamics and decision-making processes in groups.</p>
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Proven ability and experience in engaging young people.</p> <p>Excellent communication skills and ability to converse sensitive and emotive information</p>	

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 States of Jersey tier 6 core accountabilities attributes and behaviour indicators.