**Job Description**

**Job Title:** Family Practitioner

**Responsible to:** Family Services Manager

**Job Purpose:**

The postholder will be hospice based, working within a multi-disciplinary team, and providing specialist psychosocial support to families both pre and post bereavement. The post holder takes a lead role in outcome-based assessments and reviews, liaising with other professionals as appropriate to ensure integrated care and support to families of children from 0-18.

**Main Duties:**

1. Provide holistic psychosocial, bereavement and end-of-life support to the family in the home, hospice and appropriate environments.
2. Ensure that all new families allocated to them receive a timely, comprehensive person centred, needs led assessment that identifies clear outcomes and the services required to meet them.
3. Ensure that family’s needs are reviewed on an annual basis.
4. To work collaboratively with the Acorns Young Person Worker and other involved professionals to ensure an integrated approach which will support families transitioning into adult services.
5. Work together with Acorns teams and other professionals when completing assessments and reviews as appropriate.
6. Work with the diverse community groups across the West Midlands and Gloucestershire.
7. Safeguard children. Monitor observe and report to appropriate management any safeguarding concern and liaise proactively with other professionals.
8. Maintain own professional development to meet the requirements of the role, this includes undertaking training appropriate for the role.
9. Maintain professional registration. (where appropriate)
10. Ensure that families are signposted to professionals/agencies that can supply welfare advice.
11. Act as an Acorns allocated worker where identified as appropriate.
12. Work together with other Acorns services as part of the Integrated Care Model.
13. Maintain accurate records and documentation in the method adopted by the organisation and participate in audits as required.
14. Facilitate, deliver and evaluate therapeutic based and social/activity-based support groups.
15. Work effectively with volunteers to work with families and undertake support group work.
16. Assist in providing training programmes when required.
17. Participate in research and development as required by the Senior Management Team.
18. Be part of the on-call rota to support the out of hour’s emergency support service to families for your base hospice.
19. Work flexible hours as required to fulfil primary tasks.
20. Actively participate in regular supervision.
21. Be prepared to develop and adapt the post according to the needs of the service in line with Acorns strategy.
22. Manage caseload according to the needs of the service, support discharge and change of allocated worker as appropriate.
23. Actively participate in meetings as appropriate.
24. Be aware of and comply with Fire regulations within the Acorns building.

**Other Duties:**

1. To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
2. To contribute to Acorns fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity’s mission and sharing opportunities for fundraising support
3. Ensure that our services are ‘family centred’ and ‘family led’ and be aware of the need to promote and maintain a positive environment both within Acorns and in all our external contacts.
4. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
5. To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
6. To actively participate in a performance and development review process and any training and development identified to further enhance your role with Acorns.
7. To be innovative, commit to continuous learning, researching new ideas, monitoring new technology advancements, sharing good practice across the team and colleagues.
8. Promote a coaching culture within Acorns.
9. Carrying out any reasonable duty as requested by your line manager.

Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children’s Rights and support all children to be Rights Holders.

**Person Specification – Family Practitioner**

|  |  |  |
| --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | **>** Registered professional in Social Work, Nursing or equivalent relevant to the role  **>** Other relevant degree which demonstrates knowledge and experience of supporting children, young people and adults. | **>** Psychosocial Palliative Care.  **>** Bereavement & Loss Counselling. |
| **Experience** | **>** Experience of providing psychosocial support to children, young people and/or families  **>** Experience of managing a caseload.  **>** A broad, varied background or work in a community setting (voluntary or statutory) e.g. Childcare, family work.  **>** Family centred work.  **>** Up-to-date knowledge of child protection.  **>** Liaison with multi-agencies. | **>** Experience of work for a voluntary agency.  **>** Work with children with special needs or disability. Experience of supporting families who have experienced loss or bereavement.  **>** Previous experience of being in a multidisciplinary team. |
| **Skills & Abilities** | **>** Ability to work as a member of a multi-disciplinary team. Ability to maintain boundaries.  **>** Holistic approach.  **>** Good assessment skills.  **>** Flexible and used to working on own initiative.  **>** Competent IT skills including MS office knowledge. | **>** Group work skills.  **>** Counselling skills.  **>** Ability to speak a second language reflective of Acorns service users and/ or an awareness of working with interpreters. |
| **Training** | **>** Ability and willingness to undergo further appropriate training. | **>** Ability to train others. |
| **Other** | **>** Ability to work under pressure and to be able to tolerate stress within themselves and others. **>** Willing to work unsociable hours.  **>** Ability to travel independently within the West Midlands region.  **>** Commitment to Equal Opportunities. | **>** To be able to support individuals who express strong emotions. |
| **Behaviours** | **>** Will challenge the status quo  **>** Positive, enthusiastic approach & can-do attitude  **>** Curious, always seeking to understand and improve experience of customers  **>** Open to change and continuous improvement  **>** Innovative mindset and passionate about learning  **>** Commitment to the Acorns strategy & its success |  |

# Terms And Conditions of Employment

**Position:** Family Practitioner

**Reporting To:** Family Services Manager

**Base:** Black Country Hospice

Walstead Road

Fullbrook

Walsall

WS5 4NL

With regular travel across the Black Country Hospice region and remote working

|  |  |
| --- | --- |
|  |  |
| **SALARY:** | £32,000 - £42,000 per annum |
| **ALLOWANCES:** | Extra duty £1181 per annum (FTE)  On Call allowance of £10 per session for each session worked |

**NOTICE:** 8 weeks

**HOURS:** 37.5 hours per week

## Some evening and weekend work will be required

**HOLIDAYS:** 35 days (262.5 hours) per annum, inclusive of bank holidays

**PENSION:** Contribution to Group Personal Pension Plan or

NHS Pension Scheme (if already in scheme)

**LIFE ASSURANCE:** Acorns Group Life Assurance Scheme or NHS Pension

## Scheme Life Assurance cover (if already in scheme)

All terms and conditions will be detailed in writing together with Employee/Health & Safety handbook, which must be read and observed.