

Information Note for this Post

Name of the Project: Barnardos Child and Family Service Mulhuddart

Address/Location: Church Road, Mulhuddart, Dublin 15

Contact Details: 01 8204033

Barnardos Child and Family Service in Mulhuddart provides a combination of Family Support and Initial Child Protection Assessment work on behalf of our funders Tusla.

Project Workers undertake Initial Assessments in partnership with Tusla using the Signs of Safety Approach. Signs of Safety is the national child centered approach adopted by Tusla for child protection and welfare practice. Barnardos' assessments are aligned with the Signs of Safety model, which is grounded in partnership and collaboration with children, families and their wider networks of support.

Project workers offer a variety of family support interventions often in response to the Initial Assessment work, as well as receiving referrals from Tusla, schools, Health Care Professionals, community organisations and self-referrals. These interventions include,

- **Partnership with Parents**, an intensive, home based one-to-one parenting support programme for parents with multiple and complex needs. The programme focuses on parenting skills and child/parent relationships in order make positive changes in the home.
- **Individual Work**, which is an evidence-based, tailored intervention working with children in conjunction with the important people in their lives. This work has a therapeutic focus and is based on the individual child's assessed needs. Its purpose is to build resilience and help children to understand and express their feelings and manage their own behaviour.
- **Sensory Attachment Intervention (SAI)** which is an integrative approach which supports children and adults who have experienced trauma and adversity. The SAI approach recognises the need to establish regulation of the arousal states e.g. fight, flight, freeze, dissociation. These changes can be achieved by adjusting environments and daily routines to include a combination of up and down regulating activities which support individuals to find their '*just right state*' (Éadaoin Bhreathnach, 2021).
- Using evidenced based group work programmes with parents and children.
- Inter-agency and collaborative working, with Tusla, including participation in the delivery of Meitheal, schools and community organisations.

A full clean driver license is essential for this role.

Project Worker

Job Description

Post:	Project Worker
Location:	Barnardos child and Family Service Mulhuddart
Responsible to:	Project Leader
Works with:	Children, parents, families, Barnardos staff, TUSLA social work staff and other TUSLA personnel, Daughters of Charity staff, other statutory, voluntary and community partners

Job purpose

As part of the national service, delivery framework the primary purpose of this post is to conduct Initial Assessments on low –medium risk referrals received from Tusla social work department using the Signs of Safety approach to child protection and welfare concerns.

The post holder, as part of the family support team will also develop and implement programmes that respond to the needs of children and families referred to the service working in partnership with families and other organisations, community and voluntary bodies.

Core Job Requirements

- To assess the needs of the children and the families engaging with the project.
- To plan, implement and review programmes for children/young people/carers/families based on an assessment of their individual and group needs.
- To be vigilant for signs of physical, sexual and emotional abuse, neglect and any concerns regarding the welfare of children. To record concerns promptly and accurately as a mandated person. To consult with the Designated Person and take appropriate action in accordance with Barnardos Child Protection policy.
- To work with children/young people/carers/families in a variety of ways, including group work, individual work and family work, centre based and outreach work.
- To key work individual children/young people/carers/families in order to meet their needs and to advocate on their behalf.
- To liaise effectively with families and other statutory, community and voluntary bodies and to attend and contribute to reviews and case conferences as required.
- To work in partnership with other Barnardos services to best meet the needs of children and families by collaborating resources with planned interventions targeting groups/families of shared need.
- To keep updated electronic records in relation to all aspects of work and prepare reports as required.
- To gather information statistics and prepare reports as required, including administration of databases as appropriate to the role, using the electronic record system designed for Barnardos.

- To identify and document to the line manager any unmet needs of children/young people/carers/families within the service and to participate in the advocacy work of the agency.

Requirements Specific to this Post

- To undertake initial family assessments using the signs of safety framework on child welfare and protection referrals made to TUSLA social work department.
- Following Initial Assessment assessments, to provide short-term interventions to families where appropriate to the needs.
- To attend regular Signs of Safety Group Supervision
- To participate in interagency group consultation meetings on complex family referrals and assessments.
- To provide comprehensive assessment reports, complete TUSLA business processes and input all records electronically.
- To participate in any briefing and training relevant to the role e.g. Signs of Safety, and Barnardos specific training regarding interventions for families.
- To provide family support services (group and individual supports) to children in the age range of 0-18 years of age and their families.

Requirements of all Barnardos staff

- Commitment to the purpose of Barnardos and to work within the values, policies and procedures of the organisation and in the context of current legislation and regulations.
- To participate in regular supervision with your line manager.
- To actively participate in team and staff meetings and service reviews/ evaluations and to contribute to the development of policy and practice with your area of work and within Barnardos as a whole.
- To report any area of concern to your line manager in a timely manner.
- To show reasonable flexibility in relation to hours of attendance to meet the needs of the work. Work during unsocial hours may be required.
- Have a flexible approach to the work in response to organisational change, development and review of best practice.
- Participate in and engage with a performance management programme.
- Identify training needs with your line manager and participate in training opportunities appropriate to the role.
- To be vigilant to any Health, Safety and Welfare risks in the workplace and bring any concerns to the attention of your line manager or local Health & Safety Officer.
- To be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Barnardos Designated Person in a timely manner, in keeping with the Barnardos Child Protection policies.
- To participate in the efficient flow of information within the organisation by sharing and seeking information as appropriate.
- To undertake other duties as requested by the line manager from time to time.
- To undertake your work in a manner that is friendly, flexible and informal.

Note: This Job Description will be reviewed and updated in line with the needs of the work

Project Worker

Person Specification

Personal Attributes

- Commitment to the delivery of quality services to children, young people, families and carers.
- Ability to act on own initiative and consult where appropriate.
- Ability to work under pressure, make decisions in consultation with the line manager when appropriate.
- To be committed to adhering to best practice in the work and be innovative and open to change.
- Flexibility and adaptability are essential for this post.
- Ability to form objective relationships with children, young people, families/carers, colleagues and other agencies.

Experience

- A minimum of 2 years post qualification experience of working with vulnerable children and families.
- Experience of working in partnership with families and carers.
- Experience of assessing children's and families' needs.
- Experience of planning, implementing and reviewing programmes with children and/or families.
- Experience of interagency working.
- Experience of preparing comprehensive needs led reports on children and families

Desirable Knowledge

- Up to date with evidenced informed thinking with regard to interventions for children and families on an individual and group level.
- Use of Signs of Safety as a tool for screening and assessing risk.
- Experience of Meitheal processes.
- Maintaining electronic records.

Qualifications

A recognised third level practice qualification¹ (minimum Level 7 on the NFQ) in one of the following:

Social Care

Social Work

Youth Work

Or related discipline (Nursing, Psychology, Early Years Education).

- A full driving licence and access to the use of a suitably insured car is essential.

The postholder is initially assigned to work in the Mulhuddart service but may be required in the future to work in other project(s) in the Dublin area in line with organisational needs.

¹ Course content should include relevant student placements