

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services

Job Ref Number: 02712

Service Area: Children's Health

Grade: 5
(click [here](#) for value)

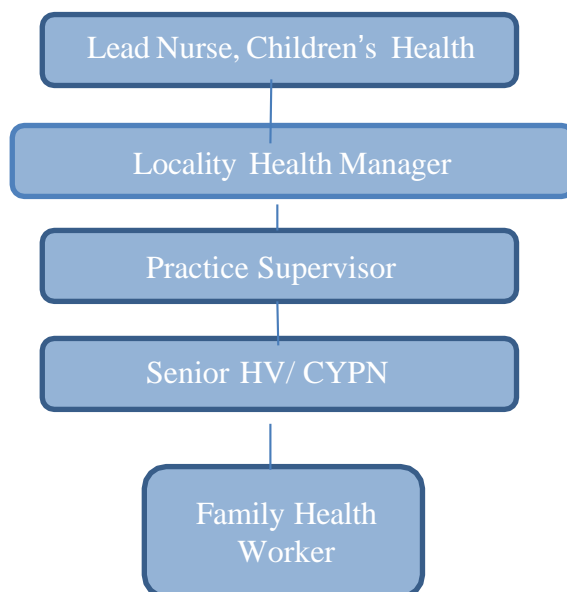
Job Title: Family Health Worker

PURPOSE OF JOB:

The Children's Health service uses evidence-based practice to plan, deliver and evaluate Health Visiting and Children, Young People's Nursing and other relevant interventions in a variety of settings to deliver a family centered service, which enables individuals, families, and communities to achieve their optimum physical, psychological, educational and emotional wellbeing through a public health approach.

The post holder will accept delegated responsibility for the delivery of health promotion activity and programmes commensurate with the experience, competencies and knowledge required by the role. Working under the supervision of a registered Health Visitor (HV) or Children and Young People's nurse (CYPN) the post holder will use evidence-based practice to deliver health promotion activity and deliver these in a variety of settings using a family centered, public health approach that enables individuals' families and communities to achieve their optimum physical, psychological, educational and emotional wellbeing.

TEAM STRUCTURE:



MAIN DUTIES:

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| 1 | To work within the policies, practices and procedures of Children's Services Directorate and Lincolnshire Safeguarding Children Board policies and procedures |
| 2 | Undertake the universal (integrated) 2-2.5 year and other agreed reviews in line the Healthy Child Programme for 0-5 years demonstrating an understanding of the norm and deviation from the norm.
This includes the use of the Ages and Stages questionnaire (ASQ) Child development and advising parents on age-appropriate activities to stimulate child development adapting their language and advice to accommodate individual family characteristics e.g., ethnicity, finance, language, health. |

3	Deliver individual programmes of care as delegated by the Health Visitor/Children and Young People's Nurse in line with evidence-based care pathways and based on observation and assessment of the efficacy of care plans, supports the Health Visitor/Children and Young People's Nurse in adjusting individual care plans based on their knowledge and assessment of the child's needs and parent/carer engagement.
4	Working independently but under the supervision of a Health Visitor/ Children and Young People's Nurse, assist in the delivery of community-based health promotion programmes including assisting or leading health promotion sessions/groups, Individual/Group activity e.g., working directly with parents to deliver parenting, toileting and antenatal education programme, demonstrating creativity through the adaptation of the programme and resources/communication methods to suit client needs including identifying any risk to care plan delivery.
5	Follow the agreed pathway for delegation with the Named Health Visitor/ Children and Young People's Nurse ensuring that information sharing, e.g., reporting any new information/observations is maintained to ensure that effective plans of care are agreed and evaluated.
6	Work within local and national safeguarding policies and standards relating to the delivery of care at all times
7	Provide accessible health promotion information for parents/carers and young people and signpost to evidence-based resources/websites/apps
8	Maintain and record accurate contemporaneous documentation regarding interactions between service users, colleagues and other agencies in the appropriate legal records and formats.
9	Support and challenge families, whilst maintaining effective relationships, to achieve and sustain positive outcomes
10	To work in partnership with other members of children's services staff, teams and other voluntary and statutory services in response to service users identified health and social needs.
11	Maintain competency and take opportunities for personal development in role, undertaking mandatory and supplementary training and maintain a personal development portfolio to prove evidence of development at annual appraisal.
12	To participate in clinical and group safeguarding supervision.
13	Where appropriate, under the supervision of the Health Visitor/Children and Young People's Nurse, attend TAC Meetings to provide updates on the support they have provided to the family.
14	Always utilise and apply appropriate communication skills with service users. Where English is not the first language or understanding is limited or required in different mode to seek advice regarding methods of communication to support the individual e.g., translator services or resources for the visually or hearing impaired.
15	Routine collection of feedback from service users and provision of evidence of use of feedback to continually improve outcomes of children and young people.
16	Work flexibly as required across the core hours of the service 8-8pm including weekends

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Diploma in Childcare and Education or NNEB BTEC Diploma in Early Years Care and education/NVQ Level 3 or equivalent in a relevant field	A	Y	
Previous experience of working with children and young people	A	Y	
Excellent knowledge of child development, behavior management, health promotion and parent education initiatives	A/I	Y	

Knowledge of own responsibility to safeguard and promote the welfare of children's	A/I	Y	
Ability to deliver a wide range of parenting interventions	I	Y	
Experience in delivering group health promotion activity or programmes	A/I		Y
Ability to priorities and organise own work including e.g., preparing environment for clinics/group presentations.	I	Y	
Proficient information and IT skills	A/I	Y	
Ability to produce and maintain accurate records and reports.	A/L	Y	
Evidence of ongoing training and development	A	Y	
Understands the principles of confidentiality and information governance	I	Y	
Experience of record keeping within SystemOne	A		Y
Is empathic and non-judgmental	I	Y	
Able to work and travel independently, is resilient	A/I	Y	
Recognises own areas of competence and limitations and acts upon this where necessary.	I	Y	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The post holder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximizing the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The post holder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:	
Job Title	Family Health Worker
Identifier	02712
Director Area	Children's Services
Service Area	Children's Health
Section	0-19 Children's Health
Score	358
Grade	Grade 5

Factor Levels:	
Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	3
Contacts & Relationships	3
Decisions - Discretion	2
Decisions - Consequences	2
Resources	1
Work Demands	2
Physical Demands	1
Working Conditions	1
Work Context	3
Knowledge & Skill	3