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Job Information Pack

Specialist Support Worker – Family Reunification

Our values

The post holder will be expected to operate in line with our organisational values which are;

- **Value the Individual** – Respect others, ourselves and the people we work with in all that we do
- **Giving of our best** – Showing commitment in our work and to enable young people
- **Caring Deeply** – Have a passion for the work we carry out
- **Providing Creative Solutions** – Show innovation in the approaches we take in supporting young people
- **Communicate authentically and truthfully** – Show openness in our dealings and approaches to people

Title: **Specialist Support Worker - Family Reunification**

Reports to: **Team Leader/Development Manager**

Background

This new and exciting opportunity for a Reunification Worker is a fixed-term position for 18 months hosted by YMCA Dulverton Group, in collaboration with Somerset Council, as part of the innovative Staying Close programme.

Purpose

To work intensively with young people, and their families to support a care plan of safe and sustainable reunification for children in local authority care. This role focuses on strengthening family relationships, reducing risks, and enabling children to return home where it is safe and in their best interest.

Other Key Relationships:

Social Workers, Education Professionals, Healthcare Professionals and other professionals that play a key role in supporting reunification with family.

Main Responsibilities

- Work closely with the social work team and other professionals for a small cohort of children to support families with a focus on reunification and preventing re-entry into care.
- To assist families to identify and build upon their strengths to make and sustain best family outcomes.
- Contribute to holistic assessments in collaboration with families and multi-agency professionals to identify strengths, needs, and barriers to reunification.
- Develop and implement tailored intervention plans that support children's safe return home, ensuring the voice of the child and family is central to all planning.
- Deliver intensive, evidence-based interventions that promote family resilience, improve parenting capacity, and address issues that led to separation.
- Record assessments, interventions, and relevant contacts in a timely and effective manner which includes planning and outcomes. Produce reports to contribute to meetings about children and their families as required with a focus on the effectiveness of individual assessments and intervention packages.
- Monitor and manage risks to children, escalating concerns appropriately and working collaboratively with social work teams. Ensure that all risk-related work is documented and discussed with relevant professionals.
- Facilitate and support structured family time (contact) and therapeutic interventions to rebuild trust and attachment between children and their families.
- Regularly review progress with families and professionals, adapting plans to ensure continued movement toward reunification goals.
- Maintain accurate and timely records of assessments, interventions, and outcomes, contributing to multi-agency meetings and care planning.
- Advocate for families within the system, ensuring they receive the support and services necessary for successful reunification.

- Build upon existing knowledge and skills with evidenced-based specialist training as required to deliver effective interventions to children and young people and contribute to team learning, client learning, and training for partner agencies. Work with line management to appraise new approaches and embed improvements in service delivery.
- Build trusting, respectful relationships with families, empowering them to overcome challenges and sustain positive change.
- Contribute to a team culture that prioritizes family preservation and reunification as key outcomes for children in care or at risk of care.

Health and Safety

- In carrying out this role you have a duty (under Health and Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes managing a safe and secure environment for people who use our services.
- This duty includes checking that any person entering YMCA Dulverton Group property has a right to do so and their visit is recorded in accordance with YMCA Dulverton Group procedures.

General

- To maintain and develop up-to-date professional knowledge and skills through training, reading and other such activities and to incorporate the same into practice.
- Work across the organisation to build a learning culture and positive working environment.
- To maintain and demonstrate a commitment to YMCA Dulverton Group's Vision, Values and strategic aims and objectives and ensure all activities reflect the values of YMCA Dulverton Group.
- Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the Health and Safety Policy.
- Complying with YMCA Dulverton Group's GDPR, confidentiality and information security policies at all times.
- To undertake such other duties and responsibilities reasonably consistent with the role of Reunification Worker.

YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.

Person Specification

Qualifications and Experience

- Minimum of 5 GCSEs (A-C) or equivalent.
- Relevant Level 3 qualification in working with families or children.
- Evidence of ongoing professional development.
- Experience working with families with complex needs, including those where children have been accommodated.
- Experience in multi-agency working.
- Training or experience in mediation or therapeutic family work, desirable.
- Experience delivering parenting support or family group conferencing, desirable.
- Familiarity with working within a strengths-based framework, desirable.

Knowledge, Skills, Abilities

- Strong understanding of the factors leading to family breakdown and a strengths-based approach to families and reunification.
- Skilled in holistic assessment, risk management, and outcome-focused planning.
- Proven ability to engage families and deliver interventions that support long-term stability.
- Knowledge of safeguarding procedures and child protection frameworks.
- Skilled in the use of electronic database for case recording.
- Sound communication skills, displaying sensitivity to families with complex needs.

Personal Qualities

- Commitment to YMCA Dulverton Group's Values.
- Self-motivated with ability to manage own workload and work with minimal supervision.
- Team player, with ability to build relationships with a wide variety of stakeholders.
- Ability to prioritise and manage conflicting demands.
- Demonstrates resilience, motivation and commitment to driving up standards of work.
- Takes personal responsibility and accountability and able to make well informed balanced decisions taking account of risk.
- Demonstrates a proactive approach taking responsibility for areas of work and finding solutions.
- Anticipates need for change, proactively introducing systems to bring about improvements in effectiveness and efficiency.
- Is adaptable to change/embraces and welcomes change.

Other requirements

- Somerset Council's dynamic Working Strategy will be applied to this position.
- YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.
- This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.
- Candidates must meet the requirements of the Immigration Act (2016).
- This candidate must be committed to equality and diversity in the workplace.
- Willingness to work flexibly to meet the needs of young people (occasional early starts or later finishes).
- Candidates must hold a full UK driving licence and have access to a vehicle with business insurance, or demonstrate a clear intention to obtain appropriate business insurance prior to commencing work.
- This role requires travel to meet and support young people as they progress through their journey. Travel may extend beyond the county, so the candidate must be flexible with willingness to travel where necessary.

Main terms of employment

Salary:	£28,360.00 per annum
Location:	Somerset (Bridgwater / Taunton)
Contract:	18 months fixed-term.
Hours:	37.5 hours per week
Flexible working:	We provide flexible working arrangements to support team productivity and stability. This may include changed working patterns and working from home on occasions.
Holidays:	25 days/hours per year, plus bank holidays.
Pension:	On completion of a six-month probation period, YMCA Dulverton Group will make a contribution of 3% of salary.
Benefits:	Health and wellbeing of our staff is important to us. We offer a range of benefits including a Health Cash Plan, Employee Assistance, discounted child care, free night's stay in one of our hotels per year.