

Job Description Together for Families Worker

Job Title:	Together for Families Worker
Salary Range/Grade:	Grade H Spinal Points 25-30 Salary £22,658 - £26,821 per annum
Hours:	37hrs per week
Work base:	Tame Valley Children's Centre
Reporting to:	Children's Services Lead (TBC)
Working with:	Hodge Hill District Children's Centre team (esp Tame Valley) <i>Together We Can!</i> partners in Firs & Bromford <i>Thrive Together</i> Development Worker
Main Purpose of Job	
As part of the Birmingham Forward Steps team in Hodge Hill, to engage parents and the local community in support of families with children 0-5, with a particular focus on working with faith based organisations.	
Performance Fundamentals	
Spurgeons has identified three performance fundamentals applicable to all roles in the organisation:	
<ul style="list-style-type: none"> • Providing Excellent Services • Managing Self and Others • Managing Resources 	
All job tasks and competencies are aligned with these performance fundamentals.	
Job Description	
PROVIDING EXCELLENT SERVICES	
<ul style="list-style-type: none"> • Working closely with local churches and other faith communities to develop relationships of trust and friendship across faith and cultural differences • Working with faith and community partners to develop and implement creative ways of encouraging parents and the community to engage and participate in services for under 5s and their families • Through presence and active community engagement, develop, implement and maintain effective communication with communities • Working alongside <i>Together We Can!</i> to identify gaps and needs in universal provision; seeking out the skills and passions of local people and working with them to shape and deliver parent & resident led groups and activities for children and parents* • Build and maintain relationships with key stakeholders, including <i>Thrive Together</i> and the PLA, to ensure a joined up approach to groups and activities for parents and 0-5s across the area • Develop, nurture and maintain effective partnerships across a range of organisations and community groups who can improve outcomes for children under 5 and their families • Enable consultation and evaluation processes so that Children's Centre services are co-designed* with the community; support the decision making process • Support Children's Centre staff teams to promote and actively engage with community consultation 	

and feedback.

- Lead on Community Events for the Children's Centre, ensuring the involvement of the community in decision making.

MANAGING SELF AND OTHERS

- To adhere to Spurgeons vision and mission and to demonstrate Spurgeons core values of compassion, inclusiveness and hopefulness in performing the essential duties and responsibilities of your job
- Be accountable for and review own practice using supervision, reflective practice, appraisal and other opportunities for learning and professional development.
- Follow lone working policy and guidelines when undertaking community based work.
- Attend *Together We Can!* team meetings as needed to progress joint working and developments.
- Effectively communicate with children, young people, parents, colleagues, faith leaders and multi-agency partners, developing positive relationships with children and others involved in their care.

MANAGING RESOURCES

- Work flexibly within the hours of the role to make best use of relevant local faith and community resources available (volunteers, venues) in meeting the needs of children and families.
- Work within the available expenditure for community development and put forward outline budget proposals for additional funding (internal and external).
- Work with the Spurgeons team to prepare for and participate in inspections as required.

Partnership Working

Spurgeons is committed to adding value to our statutory contracts through church partnership work wherever possible. We have *Together for Families* workers who are already doing this in Wiltshire, Peterborough and Northants.

This Birmingham post based in the Tame Valley Children's Centre team, will co-work with local community organisation *Together We Can!* (* see below) and others across north Hodge Hill to deliver the community development element of the contract, with a particular focus on:

- working closely with local churches, other faith communities, residents and families with children u-5
- helping to increase capacity in an established locally based partnership, which supports local residents to develop and share their gifts and skills for community benefit
- bringing the learning and experience from this approach into wider Spurgeons church partnerships and projects work

The post holder will need to be comfortable working as part of both the Children's Centre and the *Together We Can!* teams, with an understanding of the different approaches and qualities of statutory, community and faith sectors; and able to 'cross fertilise' the strengths brought by each, so that children, families and their neighbourhoods can benefit from an effective partnership.

* *Together We Can!* is an intergenerational, community-building project within the Firs & Bromford neighbourhood, as a partnership between Worth Unlimited, Open Door Community Foundation and Firs & Bromford Neighbours Together, supported by Hodge Hill Church. Their 2017 Annual Report with information about their work and vision is available [here](#).

Person Specification

In order to be considered for this post you will have to demonstrate that you already have:

Qualifications

- NVQ level 3 qualification in relevant field
- Evidence of recent and continuing professional development in relation to community development or child development and family support practice

Experience

- Working in partnership across statutory, voluntary and faith organisations to benefit children under 5 and their families
- Proven use of community development principles and practice, so that families and communities experience positive change in their lives
- Partnership working with churches and other faith groups in both religious and community based settings as well as the wider community, to provide activities for parents and 0-5s
- Enabling parents to be involved in services for them and their children
- Planning, co-ordinating and co-delivering successful community activities, programmes and events; in particular sessions and activities for parents and 0-5s

Work Based Knowledge

- An understanding of the Early Years Foundation Stage and child development in the early years
- Community profiling
- Different community engagement approaches including : Co-production; Asset Based Community Development
- Understanding of discrimination and the mitigating effects of good community development on individuals & communities
- Understanding and passion for working with the different faiths and cultures present in the local community

Skills and attributes

- Excellent listening, interpersonal and communication skills, including presenting to a range of audiences in a variety of formats
- Friendly, outgoing personality, able to build connections across wide variety of people and differences of age, gender, ethnic, class and cultural backgrounds
- Effective persuading, communicating and interpersonal skills to gain commitment, confidence and compliance
- Able to support local people to overcome barriers to participation, and to develop and share their passions, gifts and skills
- Self-motivated, resourceful, pragmatic, able to translate ideas into action
- Collaborative thinking, planning and development
- Use data to inform approach, as well as to monitor and evaluate impact; report writing
- Well organised, able to prioritise and manage workload, including meeting deadlines

Special Job Circumstances

This post has the following special circumstances:

- A focus on working with faith organisations and faith communities; experience, skills and motivation in this area are essential
- Flexible approach to hours to support the needs of the project, including occasional weekend or evening work

Note: If you have difficulty in meeting these conditions because of a disability or family circumstances, the Chair of panel will discuss it with you in order to consider reasonable adjustments to the job or working conditions.

Competencies (expected behaviours)

Within the main performance fundamentals Spurgeons identified ten core competencies that describe expected behaviours for which staff are required to work within, at the level of their role. For each post there are essential competencies that are key in ensuring the role is done effectively which are complemented by desirable competencies.

Please refer to Spurgeons Competency Framework for detailed descriptions.

Competencies	Level	Job Critical Competencies	Other Core Competencies
PROVIDING EXCELLENT SERVICES			
Focusing on the Customer To meet customers' (service users and colleagues) needs and aims to continuously improve the services they provide to make sure customers receive an excellent service.	3	X	
Safeguarding People To ensure that all service users are appropriately safeguarded and that all staff are kept safe whilst working; safeguarding being always recognised as of paramount importance.	3	X	
Delivering Outcomes To ensure agreed outcomes are delivered in the most efficient and timely way by embracing a creative and entrepreneurial approach.	3	X	
MANAGING SELF AND OTHERS			
Providing Direction Leading and providing direction to individuals, supporting and enabling them to make a positive contribution to the current purpose and future vision of the organisation.	3	X	
Working as a Team To work effectively with other people and use the diversity of the team to create a working environment which helps achieve the tasks.	4	X	
Developing Self and Others To behave ethically and professionally within your role, being aware of your own and other people's strengths and weaknesses, and take steps to learn, develop and achieve high levels of performance in yourself and others.	3		X
Embracing Change To embrace change effectively within services and departments through reflective, motivating and flexible leadership and team working.	3		X
Communication To ensure the effective use of written and oral communication skills to convey information and ideas to individuals and teams within and outside the organisation and create opportunities for individuals to respond and provide feedback.	3	X	
MANAGING RESOURCES			
Making Evidence Based Decisions To identify and use various sources of evidence, making meaning of it to understand how relevant and valid it is, to enable effective decision making that improves performance and delivers outcomes.	2		X
Planning and Managing Resources To make sure the organisation delivers its key priorities, tasks and forecasts; effectively manage risks, relationships and use resources in efficient ways to deliver outcomes	2	X	