

Linaker Primary School and Children's Centre

JOB DESCRIPTION

<u>Post:</u>	Project worker – Supporting Fathers
<u>Grade:</u>	SCP 22 : 26
<u>Hours:</u>	24 hours per week (this may involve some early evening or weekend work)
<u>Responsible to:</u>	Children's Centre Manager
<u>Responsible for:</u>	To co-ordinate, support and deliver a range of services that aim to increase the engagement of fathers and male carers both in the Children's Centre, School and outreach venues.

JOB PURPOSE

To co-ordinate and deliver a range of activities specifically aimed at fathers.

To develop and organise activities that promote the positive engagement of fathers with their children.

To raise awareness of the importance fathers/male carers within family life.

To contribute to the achievement of Children's Centre and Extended School provision by developing services which strengthen families and communities, improve young children's health, social and emotional development and contribute to improving the five outcomes of the Every Child Matters framework.

MAIN DUTIES

1. Support for Children and Families

- To coordinate and deliver activities that promotes and encourages fathers/male carers to support their children's learning, health and development.
- To work directly with fathers and male carers in the community in order to promote, strengthen and develop the potential of the family.
- To coordinate and deliver an inclusive, stimulating and secure care and learning environment for children whose parents are accessing Children's Centre and school services.
- To facilitate parent and child group activities in line with the Children's Centre and school priorities.
- Work in partnership with colleagues in health, family and community support agencies, to ensure delivery of a comprehensive range of integrated services in

localities, in response to identified need and in consultation with local families and networks.

- To support fathers engagement within the Children's Centre and School, and sign post into other services and activities.
- To work alongside parents and colleagues in partner agencies to identify and engage hard to reach parents, maximise uptake of services and enhance financial status through employment related opportunities.
- To promote inclusion of dads, granddad's or male carers in all appropriate Children's Centre and expended school activities and services through a wide range of community development activities.
- To ensure that the School and Centre provides an inclusive environment that welcomes and accommodates the diversity of cultures within local communities and supports the individual needs of children and their families.
- To demonstrate inclusive and non-discriminatory practice in work with children and families including children with special education or additional needs.
- To work with other members of the school and centre team as appropriate in order that the needs of children are met effectively.
- To support the delivery of outreach services within the local community to encourage engagement of fathers and male carers.
- To facilitate links within the community for young dads and support the engagement of fathers in parenting courses.
- To act as a role model promoting and encouraging the importance of fathers both ante and postnatal.
- To motivate and recruit dads as volunteers to support the running and growth of fathers groups.
- To provide 1-1 support to fathers/male carers when required.

2. Working as a member of a team

- To participate in the appraisal and supervision system in order to receive feedback on personal practice and roles and responsibilities.
- To participate in the overall planning and implementation of centre and school priorities.
- To participate in a professional development plan and be willing to access personal and professional development opportunities.
- To act as a 'father's champion' ensuring activities are accessible to all families.
- To request or offer support where appropriate in order to meet the needs of children with disabilities or children with additional care or development requirements.

3.

Support for the Children's Centre / School

- To communicate effectively with staff, parents, Children's Centre and school colleagues, other agencies and the local community.
- To keep up to date with relevant legislation, policy and practice and to ensure that all OFSTED requirements are met.
- To participate in ensuring compliance with Local Authority / School / Children's Centre policies and procedures relating to Safeguarding Children, Health and Safety, security, confidentiality and data protection.
- Demonstrate commitment to the Children's Centre and School ethos, aims and principles.
- To demonstrate inclusive attitudes and practices to accommodate and support the diversity of the local community.
- To work as appropriate within multi-agency approaches to support achievement and progress of the children in the school and childcare provision.
- To attend and participate in regular meetings as appropriate. To participate in training and other learning activities as required.
- To establish own best practice in working with fathers and male carers..

5. General

- New entrants to Local Government Service will be required to satisfactorily complete a six-month probationary period.
- This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.
- All staff are responsible for the implementation of the Health and Safety Policy as far as it affects them, colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of the health and safety arrangements and systems to ensure that appropriate improvements are made where necessary.
- The school has approved a policy on Equal Opportunities in Employment and copies are freely available to all employees.
- Although you will be working in the Children's Centre, you will be a member of staff at Linaker Primary School and Children's Centre and will be employed by the Governors of the school.

PERSON SPECIFICATION

Project worker – Supporting Fathers

Skills	Essential / Desirable	Method of Assessment
<ul style="list-style-type: none"> • Experience of working with parents and children in a community setting. 	Essential	A/I
<ul style="list-style-type: none"> • Experience of developing projects with fathers/male carers 	Desirable	A/I I
<ul style="list-style-type: none"> • Ability to build and maintain effective working relationships with children, parents/carers in order to meet individual needs of children. 	Essential	I
<ul style="list-style-type: none"> • Ability to work effectively within a team ensuring high quality practice and effective communication. 	Essential	I
<ul style="list-style-type: none"> • Good communication, interpersonal and organisation skills. 	Essential	A/I
<ul style="list-style-type: none"> • Ability to liaise with a range of professionals and agencies to support children and families. 	Essential	A/I
<ul style="list-style-type: none"> • Ability to continually develop and extend own professional skills and working practices. 	Essential	I
<ul style="list-style-type: none"> • Experience of implementing policies and procedures in accordance with current legislation. 	Essential	A/I
<ul style="list-style-type: none"> • Experience of monitoring, record keeping and report writing. 	Desirable	I
Knowledge and Understanding		
<ul style="list-style-type: none"> • Knowledge and substantial understanding of the skills and abilities required in working with parents and children. 	Essential	A/I
<ul style="list-style-type: none"> • Knowledge of Every Child Matters, Children's Centre/Sure Start Agenda and Extended Schools agenda 	Essential	A/I
<ul style="list-style-type: none"> • Knowledge of all aspects of child development and an understanding of the range of factors affecting development. 	Essential	I
<ul style="list-style-type: none"> • Awareness of current development and legislation 		

<p>relating to working with fathers and male carers.</p> <ul style="list-style-type: none"> Awareness of child protection issues, practices and procedures. Understanding of the importance of motivation and commitment in providing and developing a high quality services for families. Awareness of the Sure Start initiatives relating to Children's Centres. Understanding of equal opportunities and commitment to inclusion and anti-discriminatory practice and ability to implement these within a childcare environment. 	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p>	<p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p>
<p>Qualifications and Training</p>		
<ul style="list-style-type: none"> Minimum, relevant level 3 qualification that demonstrates working with children and families. E.g. early years care and education, social work, health. Willingness to participate in relevant training and development. 	<p>Essential</p> <p>Essential</p>	<p>A</p> <p>I</p>