



PATHFINDER EARLY HELP PRACTITIONER JOB DESCRIPTION

Job Description Post: Pathfinder School Worker
Salary/Grade: 3
Division: Pathfinder
Section: Highers Heath Community School

JOB PURPOSE

- To work closely with SEN and pastoral teams to implement the Pathfinder approach to Early Help supporting/addressing needs of families within the school settings.
- Using professional knowledge and skills to work in partnership with other practitioners/professionals (Pathfinder Co-ordinator, Pathfinder Core Team and wider), children, young people and their families; using the Early Help assessment framework to identify (and, where appropriate, be the Lead Practitioner to coordinate the implementation of a multi-agency plan of intervention).
- To coordinate a multi-disciplinary family support response to the needs of children, young people and their families; acting in accordance with local policies, procedures and priorities (defined by the Birmingham Pathfinder Project and family's home school).
- Establish a high standard of practice in the delivery of Pathfinder support that provides a timely response to children, young people and their families and achieves family outcomes.
- To build trusting relationships with families and support positive parental engagement with school teams.
- To achieve positive outcomes for children and families through coordination and delivery of work within the school.
- To deliver evidenced-based interventions, such as Psychologically Informed Environments and Non-Violent Resistance Training, to positively effect change that safeguards and promotes the welfare of children and young people.
- To act as a champion for implementing Pathfinder values of **nurture, shared authority and commitment to social justice**, delivering inputs, workshops and providing assessments, advice and support where relevant.
- To uphold and promote the schools' values and ethos to enable all to flourish.

1. DUTIES & RESPONSIBILITIES

- In accordance with policies and procedures provide a timely response to the identified needs of children and young people and their families.
- To act as the Lead Professional for an allocated case load of children and families identified from the school cohort.
- To undertake high quality recording on school safeguarding and the Eclipse case recording system.
- Under the direction of the Pathfinder Coordinator use an appropriate assessment i.e. Early Help to identify the needs of children, young people and their families and lead the development of an effective multi-agency support plan which is aligned to the Pathfinder model.
- To be responsible for a high standard of communication, ensuring schools and Pathfinder Coordinators have current, up to date information about interventions and impact.
- To participate in and deliver training and initiatives ensuring knowledge is kept up to date.
- Within a context of persistent outreach, effectively engage with children, young people and their families and actively promote their participation in assessments and support plans.
- To be accountable for maintaining and improving practice and performance in line with professional developmental targets as agreed with Pathfinder Coordinator and school line manager.
- To provide a consistently high standard of practice and care.
- To manage and prioritise a caseload, ensuring appropriate escalation to the Designated Safeguarding Lead within the school and/or line manager where necessary (in line with school policies and procedures).
- To convene and organise case planning and review meetings, including acting as Lead Professional under a multi-agency Early Help Family Support Plan where appropriate.
- Under the direction of the Designated Safeguarding Lead, attend case conference meetings and to share information with safeguarding colleagues and partners.
- To complete assessments and reports to recognise professional standards and timescales.
- To actively participate in the regular collection and collation of appropriate performance management information which meets the needs of the service, including positive engagement in audit processes.

- To positively contribute with regular support meetings, team meetings and service review/development meetings as required.
- Promote and use evidence-based practice when working with children and families.
- To work outside normal office hours when required.
- To promote equality of opportunity, diversity and inclusion.
- Actively promote the welfare and uphold the safeguarding of children and young people.
- To undertake any other duties commensurate with the role.

This school is committed to safeguarding and promoting the welfare of children and expect all staff and to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including: an enhanced DBS; Prohibition check; Childcare Disqualification; qualifications; medical fitness; on-line identity searches and right to work. All applicants will be required to provide two suitable references.

Rehabilitation of offenders: This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide.