



JOB DESCRIPTION

Project Worker – Kinship Active

Location:	Middlesbrough
Salary:	£23,500 per annum (pro-rata)
Hours:	3 days per week (including weekend & evening work, which will be taken in lieu)
Contract:	Fixed term until 31 st August 2021
Benefits:	30 days annual leave plus bank holidays (pro-rata for part-time) and pension
Line management responsibility:	No
Budget management responsibility:	No
Responsible to:	Senior Project Worker

About Grandparents Plus – the kinship care charity

Kinship care begins in crisis. A child whose parents are unable to care for them. It's frightening, painful, confusing. For the child, it can feel like their world is ending.

Instinctively, a loved one steps in – a grandparent, brother, sister, aunt, uncle or family friend. They are now a kinship carer, bringing up the children they love. There's no chance to prepare. Plans are pushed aside. Relationships, jobs and savings are sacrificed.

It's life changing and challenging raising children who've been hurt or neglected, but kinship carers do it without a thought for themselves because they put the children first.

And it's a fight to get support. Kinship families raising over 200,000 children are on the brink of going under because there's no recognition or support. They feel invisible. They are desperate.

At Grandparents Plus, we know how hard life can be for kinship carers. But we've seen the amazing things they're capable of with someone by their side. With the right support, children raised in kinship families flourish.

That's why we support, connect and campaign. To keep kinship families stronger by keeping them together.

We use our experience, expertise and strength to change lives. We are supporting kinship carers in their homes and communities, giving advice and helping them work through problems to find the best way forward.

We connect carers together in our national community and network of local support groups, to share experiences so they don't have to face the fight alone.

We help professionals understand kinship families and improve support for them. And our research and campaigns make sure kinship care is understood and government knows what changes are needed.

We'll not rest until the recognition and support is there for every kinship family. Together, we are stronger.

Grandparents Plus has a credible reputation for supporting the national development of good kinship care practice, including through our kinship care programmes and sector-leading research. We have unrivalled reach with the kinship care community through our national network of over 6,500 kinship carers, our Kinship Care Professionals group and our national kinship care advice service, which supports over 2,000 kinship families a year.

The project worker role is key to enabling us to meet our overarching objectives as a charity:

- **AWARENESS:** Raising awareness, understanding and recognition of kinship care and the challenges faced by carers and children.
- **SUPPORT:** Ensuring kinship care families are supported, can access information, advice and support when they need it.
- **CAMPAIGN:** Campaigning for change so that kinship care is supported by legislation, policy and practice.
- **SUSTAIN:** Building a sustainable future for the charity, diversifying income and building a strong team of staff and volunteers.

About the role

We are seeking an experienced Project Worker who is passionate about working with kinship families to provide holistic support, addressing multiple and complex needs as part of our Kinship Active programme. This is primarily through our successful formula of providing information, advice, signposting and tailored support alongside a new range of intergenerational physical activities designed to increase participation and improve physical, cognitive and social health. The programme was launched earlier this year in Middlesbrough and Redcar & Cleveland with funding from Sport England.

You'll have the interpersonal and communication skills to inspire and motivate kinship families to increase the frequency and intensity of their physical activity, within a supportive framework. You'll have experience of working with vulnerable families and, including adults or children with disabilities or long-term health conditions. You'll be able to perform the role sensitively and creatively and work collaboratively with partner agencies across Middlesbrough. You'll be committed to empowering carers through peer-to-peer support and social action, so will also have strong volunteer recruitment, motivation and management skills.

Key responsibilities

1. Recruit

- a. Recruit kinship families within Middlesbrough, who could benefit from the service, through engagement events and local networks.
- b. Recruit kinship carers both from within peer support groups and from the community to build a network of champions who will inspire participation, build confidence and celebrate success.

2. Support

- a. Provide one-to-one impartial emotional and practical support to kinship carers, most often in their homes, and signpost to relevant national and local services, including for parenting support.
- b. Carry out lifestyle consultations for kinship families, often with complex needs, including disabilities and long-term health conditions. Develop a personalised

activity plan, in partnership with the family, which addresses the challenges they face holistically. Signpost to specialist services where necessary.

- c. Collaborate with the network of peer support groups to engage and support families into and through the programme.
- d. Work collaboratively with partners across Middlesbrough to identify and access a wide variety of funded, low cost or free of charge activities for kinship families.
- e. Support the delivery of workshops/training for kinship families that may be focused on areas relating to health and wellbeing, such as nutrition, relaxation, digital skills.

3. Collaborate

- a. Work collaboratively with partner agencies involved in delivery of the service, as well as other statutory, voluntary and community groups to deliver the service effectively and ensure any challenges are resolved

4. Promote

- a. Work in partnership with peer support groups and local organisations, including local authorities, to raise awareness of kinship care, as well as our model of peer support and social action, and to reach and support kinship families through the service.
- b. Represent Grandparents Plus at external events and meetings to raise awareness of the service and to influence other organisations.
- c. Be willing to travel across Middlesbrough and Redcar & Cleveland and occasionally across England and Wales, as necessary, to attend events and raise the profile of the service and kinship care.

5. Engage

- a. Work proactively to enable kinship families to influence the design and delivery of the service, including recruiting kinship carers as volunteer Kinship Care Champions and service steering group, and to influence local and national policy and practice change.
- b. Support Grandparents Plus communications and engagement strategy, such as writing copy and sourcing images for newsletters and local media to promote the service and recruit participants.

6. Evaluate

- a. Ensure all relevant data on the service is recorded and stored accurately and on time and in line with Grandparents Plus policy and best practice.
- b. Comply with any monitoring, evaluation and reporting requirements as part of Grandparents Plus internal processes, as well as any donor or local authority funding requirements for the services being delivered.

Standard Clauses

- The post holder must at all times carry out their responsibilities with due regard to Grandparents Plus Equal Opportunities Policy and Safeguarding Policy
- The post holder must accept responsibility for ensuring that the policies and procedures relating to Health and Safety in the workplace are adhered to at all times
- This role will require satisfactory enhanced level Disclosure and Barring Service (DBS) clearance
- The post holder must respect the confidentiality of data stored electronically and by other means in line with the Data Protection Act

- The post holder must carry out their responsibilities with due regard to the non-smoking environment of all Grandparents Plus offices

Note - this job description is not exhaustive. Grandparents Plus reserves the right to add to or revise it at any time in agreement with the post holder. Appointment is subject to the satisfactory references and successful completion of an enhanced DBS check.

Person Specification

Essential criteria

Experience of:

1. Working with a vulnerable client group and undertaking holistic family assessments
2. Developing appropriate personalised activity plans and encouraging and supporting people with disabilities and long-term health conditions to access physical activities
3. Use of motivational techniques to help families adopt appropriate lifestyle behaviour change
4. Multi-agency team working
5. Working with groups/ setting up peer support groups
6. Working with voluntary sector and community networks in Middlesbrough
7. Representing an organisation to external stakeholders
8. Recruiting, motivating and managing volunteers of various backgrounds and ages

Knowledge, skills and understanding

9. Knowledge and understanding of kinship care and/or vulnerable families
10. Understanding of the multiple and complex needs of kinship families and the barriers faced in accessing intergenerational physical activity
11. Understanding of general family/parenting support work
12. Ability to learn quickly about the regulations and guidance relating to different legal orders relevant to kinship carers
13. Network of contacts within voluntary sector and community organisations in Middlesbrough
14. Training or facilitation skills
15. Excellent communication skills both written and oral
16. Excellent administrative and data input skills
17. Basic budget management and monitoring skills
18. Ability to work collaboratively in partnership with external organisations, families and volunteers
19. Ability to work on own initiative and manage a complex and varied workload to successfully meet project deadlines and targets
20. Excellent IT skills (Word, email, data recording, Excel)
21. Excellent written and spoken English

General attributes

1. Positive and can-do attitude and ability to work in a complex working environment
2. Commitment to building community resilience through social action and volunteering
3. Resilience when dealing with challenging and sensitive issues
4. Commitment to the values, aims and objectives of Grandparents Plus

5. Commitment to equal opportunities and diversity and respectful approach to working with people from a range of backgrounds
6. Flexibility to travel across Middlesbrough and Redcar & Cleveland and to occasional meetings in other parts of England or Wales
7. Able to work hours flexibly to include evening or weekends, where needed to run activities
8. Right to work in the UK
9. Commitment to the benefits of intergenerational activity and the ability to lead by example

Desirable criteria

Experience

10. Personal experience of kinship care
11. A qualification in sports coaching or a related subject
12. Experience of writing articles, reports, web content and other documents or publications aimed at specific audiences
13. Experience of working with local authority agencies, ideally public health or children's services, in Middlesbrough
14. Delivering intergenerational family activities

Knowledge, skills and understanding

15. Knowledge and understanding of older people's issues
16. Knowledge and understanding of disability and long term health conditions
17. Knowledge and understanding of regulations and guidance affecting kinship carers