Practitioner

Mpower Fenland

A message from our CEO, Allan Myatt



Dear Applicant,

Thank you for your interest in the post of Practitioner within our Mpower Fenland service.

As an organisation, Ormiston Families has agreed that our strategy for the next 3 years is to enable children, young people and their families to feel safer, healthier and more resilient. We also recognise that we need to build the resilience of the organisation, so we are fit to meet the challenges ahead.

Over the next few months we will continue to develop the strategy identifying key objectives for the next 3 years and making necessary organisational and operational changes to enable us to deliver the strategy in the new financial year. We see the recruitment of this post as critical in helping us achieve these objectives.

I wish you the best of luck with your application.

Best regards,



Allan Myatt

Our vision

Safe, healthy, resilient families

Our mission

Enabling families in the East of England to build resilience and make choices to improve the life chances of their children

Our values

Collaborative

1. Working together with families
2. Building partnerships, communities and networks to support families
3. Valuing each other to achieve results and improve everything we do

Compassionate

1. Listening, so we can understand
2. Treating people with respect
3. Enabling, recognising and reinforcing achievements

Effective

1. Evidencing the impact of our work with families
2. Prevention and early intervention being at the heart of our work
3. Building resilience to cope and recover from adversity

Ormiston Families is one of the leading charities working with children, young people and families in the East of England. We take early and preventative action to support families to be safe, healthy and resilient. All our services help people to build stronger networks, learn from experience and feel in control of their own wellbeing. We can only achieve this with the people who choose to work for us.

About the role

We are looking for a dynamic and highly motivated Practitioner to join our team. You will take a flexible relationship-led approach to supporting service users who have had their child/ren removed to achieve their goals and make lasting positive change.

You will be at the forefront of the exciting expansion of Mpower into Cambridgeshire, with the service

having been successfully delivered in Suffolk and Norfolk for the last seven years.

About you

You will be a compassionate and reflective individual with experience of working intensively with people with highly complex needs, and the confidence and skills to work with a high level of independence and initiative.

This a part-time post for 21 hours per week; Starting salary £21,076 per annum, rising to £24,660.

Probationary Period

The post is subject to a probationary period of six months during which your progress will be monitored in accordance with agreed objectives.

Application Process

Applicants must send in a completed online application form. You must demonstrate that you hold the personal competencies required for the role and how you meet the relevant skills, knowledge and experience.

Ormiston Families is an equal opportunities employer. We value diversity and welcome applications from all sections of the community. We ask individuals to complete a monitoring form to help us monitor the diversity of applicants. It will be separated from your application form and will not be seen by anyone involved in recruitment to this job.

Please note: Only successful applicants will be contacted by Ormiston Families.

Job Description

Service: Mpower Fenland  
Job Title: Practitioner

Reporting to: Senior Practitioner  
Location: March, Cambs (covering Fenland region)

Job purpose:

To provide intensive, collaborative, and goal-oriented support designed to address the complex needs of women whose children have been removed into care. Mpower uses a relational approach; therefore, the length of time we engage with women is subject to flexible timescales ranging from three months to two years. Ultimately, Mpower enables women to make meaningful change, rebuild their lives, and reduce the number of children being removed into care.

Main Tasks:

1. Develop highly supportive relationships with service users – sometimes for extended periods of time – exercising excellent judgement on the subtlety of professional boundaries and the limits surrounding your support.
2. Undertake collaborative and sensitive assessments of service users’s needs and strengths to agree their goals and provide an evidence base for interventions. This includes holding in mind from the outset the support that needs to be scaffolded around service users to achieve an effective ending.
3. Plan, deliver and evaluate interventions with service users in a collaborative way, through group or individual work, to achieve their agreed goals.
4. Take an effective, flexible, and intensive approach to engaging with service users, recognising that their complex and traumatic histories can make service engagement difficult.
5. Empower service users to engage with a range of other services and organisations. This includes working intensively and tenaciously with other services to support service user engagement.
6. Build and maintain a strong network of professionals from a variety of providers, including statutory services, for the purpose of generating referrals and creating options for additional support for service users.
7. Take a tenacious approach to developing relationships with the other professionals working with service users, ensuring communication is clear and consistent, attending meetings, and taking the lead in a multi-agency approach.
8. Embed a continuous learning ethos within individual and team practice, including involvement in reflective practice discussions and contributing to service development.
9. Keep factual and accurate records in line with Ormiston’s processes and funder requirements, assisting colleagues with data recording and reporting, and inputting into reports as requested.
10. Ensure all practice matters relating to child protection or vulnerable adults are dealt with promptly and in line with local and internal safeguarding processes.
11. Deputise for the Senior Practitioner as appropriate in their absence.
12. Support any volunteers in the service.
13. To work within Ormiston’s mission and values and all policies and procedures, including Safeguarding, Equality and Diversity, Participation, Quality and Health and Safety. Comply with relevant external standards and Quality Marks.
14. To carry out any additional appropriate duties as instructed by the manager.

Person Specification

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| Experience and knowledge | Measured by |
| Relevant qualification and/or experience e.g. social work, mental health, criminal justice, therapeutic practice, nursing, or equivalent. | Application form/interview |
| Considerable experience of supporting service users with complex needs, including domestic abuse, poor mental health, learning difficulties, and histories of trauma. | Application form/interview |
| Considerable experience of collaborating on complex safeguarding cases. | Application form/interview |
| Experience of case management including completing assessments and reviews and scaffolding support around service users. | Application form/interview |
| Understanding of care proceedings, including child protection procedures. | Application form/interview |
| Understanding and/or experience of using a strength-based approach and/or trauma-informed practice. | Application form/interview |
| Skills | Measured by |
| Able to build reflective, supportive, and outcome-focused relationships with service users whilst maintaining boundaries. | Application form/interview |
| Effective and adaptable communication skills with service users and professionals, including empathic listening, making positive challenge, and the ability to deal with complex issues in a sensitive manner. | Application form/interview |
| Able to manage own workload, work on own initiative and lone work with service users. | Application form/interview |
| Able to summarise and evaluate complex assessment information and use it as the evidence base for interventions. | Application form/interview |
| Able to only and honestly self-reflect on practice to identify opportunities for professional and service development. | Application form/interview |
| Able to develop local networks to promote service understanding, generate referrals and identify support to scaffold around service users. | Application form/interview |
| The necessary computer literacy skills to record clear, accurate information in a variety of formats. | Application form/interview |
| A good understanding of equal opportunities, diversity, health and safety, and data protection. | Application form/interview |
| Able to travel independently within the county, with access to own vehicle. Transporting service users in your vehicle will be necessary. | Application form/interview |

Ormiston encourages all candidates called for interview to provide details of their criminal record at an early stage in the application process. This information can be sent under separate, confidential cover to Human Resources [hr@ormistonfamilies.org.uk](mailto:hr@ormistonfamilies.org.uk). Ormiston Families guarantees that this information will only be seen by those who need to see it as part of the recruitment process.

The post will be offered subject to satisfactory qualifications, DBS if applicable, references and a satisfactory declaration of health. The post will also be offered subject to the production of relevant documents as listed in the Immigration (Restriction on Employment) Order 2004.

The successful candidate will be asked to provide evidence of identity and qualifications.

Applications will be considered and those shortlisted for interview will be informed. If you have not heard by the interview date, we thank you in advance for your interest and ask you to assume that you have not been successful on this occasion.

Closing date for completed applications: 9am, Wednesday 28th October 2020

Interview date for shortlisted candidates: Tuesday 3rd November 2020

**Any queries, please email: hr@ormistonfamilies.org.uk**

Reward & Recognition

Competitive salaries

Competitive salaries with annual cost of living increment where one is awarded.

Employee Training and Development

Commitment to the professional and career development of its employees.

Work Life Balance

High standards of flexible and family friendly employment policies; Ormiston Families is committed to ensuring employees maintain a good work life balance.

The Hive

Our communication and benefits hub where employees and volunteers keep up to date with all organisation news, share information and ideas and have access to a wide variety of shopping discounts.

**Employee Assistance Programme**

Ormiston Families provides a comprehensive employee assistance programme which offers free and confidential access to telephone and face to face counselling (up to 6 sessions), financial and legal advice and assistance in finding information about a wide range of subjects.

Wellbeing Centre

Accessed via The Hive Wellbeing Centre provides education, support and tools to help you live a healthier and happier life.

Pension Scheme

Group Personal Pension Scheme with up to 9% of gross salary employer contribution for any employee where they match the level of contribution.

Generous annual leave entitlement

27 days annual leave plus additional leave for employees who have completed 3 years’ service. (Part time employees receive a pro rata allowance according to the number of hours they work per week).

Occupational sick pay scheme

Ormiston Families operates an occupational sick pay scheme in addition to statutory sick pay.

Group Life Assurance

Ormiston Families provides a death in service benefit to all permanent employees.

Cycle to work scheme

This is offered as a “salary sacrifice” which is deducted from monthly salaries.

*All benefits are discretionary, therefore Ormiston Families have the right to change or amend benefits at any given time.*

Recruitment of Ex-offenders Policy

Ormiston Families complies fully with the Disclosure and Barring Service (DBS) Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

This policy on the recruitment of ex-offenders is made available to all Disclosure applicants at the outset of the recruitment process.

Ormiston Families is committed to the fair treatment of its employees, potential employees and users of its services regardless of race, colour, nationality, ethnic or national origin, gender, marital status or caring responsibility, sexual identity, age, physical, sensory or learning disability, mental health, political opinion, religion or belief, class, HIV status, employment status or part-time status, offending behaviour unrelated to the post or trade union activities.

Ormiston Families actively promotes equality of opportunity for all and welcomes applications from a wide range of candidates, including those with criminal records. Ormiston Families selects all candidates for interview based on the criteria drawn up for the position.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, Ormiston Families encourages all applicants called for interview to provide details of their criminal record at an early stage in the application process. Ormiston Families requests that this information is sent under separate, confidential, cover to Human Resources and guarantees that this information will only be seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows Ormiston Families to ask questions about a candidate’s entire criminal record only questions about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974 will be asked.

Ormiston Families will ensure that those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. Ormiston Families will also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

Ormiston Families will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

Ormiston Families will ensure that every subject of a DBS Disclosure is aware of the existence of the DBS Code of Practice and make a copy available on request.

Ormiston Families undertakes to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar any applicant from working with Ormiston. This will depend on the nature of the position and the circumstances and background of the offences.

