



Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Senior Groupworker	Grade: PO3
Section: LINKS Service, Broomhill Road	Directorate: Children’s Services
Responsible to following manager: Team Manager	Responsible for following staff: N/A
Post Number/s: RWEHRCO29	Last review date: April 2022

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

This post is part of the LINKS service which coordinates, develops, and promotes groupwork across the borough, in particular parenting and domestic abuse groups. Groupwork facilitators work in partnership with services across Wandsworth. As well as coordinating the groupwork offer and delivering groups, this post holder will provide quality assurance, groupwork supervision, evaluation, and training.

LINKS also deliver Family Group Conferences and Lifelong Links. This role is specific to groupwork.

Job Purpose



To support the development, co-ordination, delivery and promotion of evidence based parenting and domestic abuse programmes across the borough.

To deliver high quality parenting and domestic abuse groupwork in the Borough for parents/carers and children

To monitor the quality of groupwork programmes in Wandsworth

To support borough staff in their delivery of high quality groupwork

To deliver groupwork training and workshops for parents and professionals

To evaluate parenting groupwork and evidence outcomes showing its impact on children and their families

Specific Duties and Responsibilities

1. To have experience of and to deliver specific evidence-based parenting programmes as appropriate, our core parenting programme Strengthening Families Strengthening Communities (SFSC) and domestic abuse groups for mothers, across the borough. To cover groups when needed. This would be in person and online. Other evidenced based groups delivered by the service include the Community Group Programme for children and Caring Dads. We have developed our own HALT mothers and children’s groups and Mothers Like Me.
2. To support staff to deliver groups for the first time by co-facilitating with them and enabling them to gain accreditation
3. To provide groupwork supervision to facilitators
4. To identify and act on any safeguarding issues arising from groups.
5. To prepare parents and children and support them to be ready for groups
6. To ensure the delivery of evidence-based parenting programmes each term by a multi -agency workforce of facilitators. To contribute to each terms programme development.
7. To contribute to best practice in groupwork and ensure quality assurance.
8. To support the development of parenting and domestic abuse groupwork programmes in line with identified need
9. To support the evaluation of groupwork ensuring this is embedded in groupwork practice, evidencing outcomes for families and to provide regular reports



- 10. To work with colleagues, partner agencies and stakeholders across the Council, health services, the Voluntary, Faith and Community sector and with schools in the planning and delivery of groupwork to ensure a coordinated multi agency offer.
- 11. To explore all possible income generating / funding streams opportunities
- 12. To have a working understanding of issues that impact on parenting including domestic abuse and intersectionality and to promote good understanding amongst staff about the value of parenting and domestic abuse groups.
- 13. To work with all partner agencies to ensure that parents and carers are engaged and involved in the design and development of front line support programmes across the spectrum of support, ensuring that their views inform developments within Wandsworth

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA’s policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils’ duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

Additional Information



Person Specification

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Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

Being open. This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Being supportive. This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Being positive. Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements		Assessed by A & I/ T/ C (see below for explanation)
Knowledge		
1. Good knowledge of parenting and domestic abuse programmes and the benefits of working with families in this way		
2. Good understanding of the socio-economic and practical factors affecting outcomes for parents and their children.		
3. Good understanding and working knowledge of Early Intervention and of Safeguarding		

Experience	
4.Experience of delivering evidence-based group work with parents and children specifically the Strengthening Families Strengthening Communities (SFSC) parent programme and domestic abuse groups for mothers and / or children	
5.Significant and substantial experience of the co-ordination, development and delivery of group work including planning, evaluation, quality assurance and the ability to evidence the impact of groupwork	
6.Experience of direct work with parents, carers and children	
7.Experience of multi-agency and partnership working	
Skills	
8.Initiative and confidence to secure better outcomes for children, young people, and families through groupwork	
9.Groupwork skills, including evidence of planning, recruiting, facilitation and evaluation	
10.Strong organisational and time management skills and ability to meet deadlines and targets	
11.Good report writing skills including evaluation, analysis and interpretation.	
12.Supervision skills to support facilitators	
13.Ability and commitment to actively promote equality, ensuring that the diverse needs of group attendees, from fathers to young people are taken into account in practice and that all forms of discrimination are challenged appropriately	
14.Good presentation skills	
Qualifications	
15.Relevant qualifications e.g., youth work, Early Years, social work desirable	C
16.Accreditation in evidence based groupwork programme/s in particular Strengthening Families Strengthening Communities (SFSC). Other core groups delivered include the Community Group Programme and Caring Dads	

A – Application form / CV

I – Interview

T – Test

C - Certificate