

Family Support Worker

Job Information Pack

£12.04 - £12.50 per hour from April 2024

£25k to £26k full-time equivalent (40 hours per week)

- Family Support Workers support families (i.e. parents and babies < 2 years old)
- Shift-based role in Bridgend (days and nights including weekends)
- Nightshift allowance: an additional £10 per night shift
- Based in South Wales' 1st Residential Family Centre
- We are recruiting lots of new team members (full-time and part-time) so we can grow & support more families in our centre
- To apply, you must have :

A minimum of 1 year's experience in the UK of working with vulnerable adults and/or children
OR

A UK health and social care qualification with some relevant work experience.

Examples of relevant experience include working in a nursery/childcare, care homes, small group homes, teaching assistants, family-focused work, nursing, play therapy etc.

Centre Address: Tŷ Seren, 64 Mount Earl, Bridgend, Wales CF31 3EY

Join our team

Essential Information

- All roles include day & night shifts
- PFP employs already over 50 team members in Bridgend; typically 6-10 work each shift
- Full-Time team members work typically c. 3 weeks of days, then 1 week of nights (nights include an additional £10 per night shift)
- Shifts 7am-7.30pm or 7pm-7.30am
- Often 3 shifts one week; 4 shifts next week
- Expect to work 2 weekends every 4 weeks
- Full-Time & Part-Time roles available (23 hour p/w or 34.5 hour p/w contracts)
- 3 weeks of initial induction training & shadowing
- The £12.04 starting pay rate is during induction and initial training. We expect over 80% of new joiners to be on the higher £12.50 rate within 3 months
- Sleep-in rate of £50.00 per night (*if required; night shifts usually waking*)
- All team members must be available for 2 standby shifts per month on a Standby rota: (*pro-rata for part-time team members*)

Stand-by rota includes being paid a supplement for remaining available to attend work if required:

- £15 weekday day shifts
- £20 weekend day shifts
- £25 weekday night shifts
- £30 weekend night shifts).

This is paid whether you are called into work or not (on top of pay for shift if worked).



Mission & Aims

Mission

To support each child to have the best start in life

Two aims of PFP

- Help parent(s) improve their self-esteem, confidence, skills and behaviours such that children have the best possible chance to stay in their parents' care.
- To provide robust and effective parenting assessments so the best possible determination can be made by statutory bodies and courts of what is in each child's best interests (particularly from a safeguarding perspective).

Summary of what we do

As a residential family centre, we:

- Are one of 3 in Wales in our registration category with Care Inspectorate Wales
- Support families with babies up to the age of 2 on admission with a residential placement for c. 14 weeks
- Provide a residential parenting assessment, completed by one of our own social workers
- Support each family with an individualised Parenting Programme



Tŷ Seren

- 11 bedrooms / bedsits
- Close to Bridgend town centre
- Easy access to M4 / train station
- Between Cardiff & Swansea
- CCTV & Audio monitoring
- Garden area including grass, astroturf and play area



A positive supportive team culture

- We value all our team members & their contribution to what we do for families & our own growth (individuals & PFP).
- Families & visitors can see each team member on our Welcome Tree.
- We've got good team retention and the scores in our March 2023 team survey were high.
- Quotes from the Team Survey below are in response to the question: "What makes this a great workplace"

"The role is very rewarding"

"It really is a lovely place to work"

"The amount of time we can spend with families to make a difference"

"The feeling we are doing really important and positive work."

"The people. We are all together for the same purpose and it shows. It is a great team dynamic"

Benefits

Wellbeing

- Access to Canopi mental health support
- Enhanced maternity, paternity and compassionate leave pay
- 30 days leave (inclusive of bank holidays); increases in recognition of long-service (3, 5 & 10 years)
- Discounted gym / leisure benefit

Pay & Benefits include

- £12.04 - £12.50 per hour from April 2024 (£25k to £26k full-time equivalent) plus bonus scheme & allowances
- Organisation-wide performance pay scheme
- Contributory pension
- Death-in-service life insurance benefit
- If you do not already have the required social care qualification, you will be paid £500.00 (one-off payment) once you have passed probation & achieved a relevant Health & Social Care qualification
- Refer a friend scheme - £100.00 paid to anyone (referred by an existing Family Support Worker) who successfully completes probation as a Family Support Worker / Senior Family Support Worker



"What makes this a great workplace?"

"Everyone is passionate about helping the families achieve, and providing, the best outcome for the child"

"Can do attitude that is committed to making things better"

"I've never worked for a company where I feel so supported"



Contact our recruitment team if you would like to know more / discuss the role before applying on 01656 33 55 55

and/or

Request an application pack by emailing

recruitment@pfp.org.uk

& return the application form to

recruitment@pfp.org.uk

Please apply directly to PfP unless you are already registered with an approved agency AND they introduce you specifically to the role

(Approved agencies have agreed terms with PfP and will inform PfP at recruitment@pfp.org.uk they are putting you forward in advance of you sending us an application form).

www.pfp.org.uk

