



Job Description

Job Title	Children Young People and Family Worker
Department/Team	CDDARS
Reports to	Lead Practitioner/Team Leader/Service Manager
Direct Reports	None
DBS Check Level Required	Enhanced – Adult and Children Bared
Grade/Job Evaluation Level	Core
Salary Banding	Individual Contributor C
Created/Reviewed date	May 2026

You will be working for

(Description of Waythrough and specifics of Service/Function/Office)

Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. We tackle poverty and disadvantage in communities, through mental health, drug and alcohol, housing and related support. We have almost 200 services around England – and nearly 3,500 amazing staff and volunteers who run them. Every year our services support around 125,000 people



Purpose of the Role

The role of the Children Young People and Family (CYPF) Worker is to support children and families with a range of issues, offering intensive and flexible support to each family with an overarching aim to achieve positive outcomes working with families and other relevant services

Accountabilities

- Support the Service Manager/Team Leader/Senior Practitioner in delivering interventions to families and manage a caseload of families.
- Build a relationship with each family member based on trust and respect, modelling effective communication and persistent support.
- Contribute to assessments of the needs of children and young people, taking a strength based and solution focused approach.
- Deliver psycho-social interventions and parenting interventions to set collaborative goals with families.
- Work restoratively with the family to support and challenge them towards reaching the planned goals and ensure that children and young people and their families are fully involved in their own statutory planning.
- Engage in direct work with children and young people, which may include individual, group work, or other appropriate methods.
- Work alongside other key agencies to identify and support children, young people, and families such as learning mentors, outreach workers, health visitors, social workers.
- Regularly review progress and address barriers to progress in partnership with the multiagency cluster team.
- Plan appropriate exits with the family, ensuring ongoing support from relevant services if needed and monitor and record all contact, interventions and work completed on behalf of families.
- Deliver programmes of evidence-based interventions in group work settings to address the families' specific needs including parenting skills, substance use, mental health, school



attendance, health and well-being this can be within any of our recovery centres or partnered hubs. This will include delivery of CRAFT and SMART programmes

- Ensure that all children's and adult's safeguarding issues are dealt with in line with Local Authority and Waythrough's safeguarding policies and procedures
- Maintain accurate and up to date records and reports and provide written and verbal report as required
- Develop and maintain positive and constructive working relationships with local community and voluntary groups, statutory agencies and other relevant stakeholders.
- Attend both internal and external meetings as required and representation at the regional CYPF forum.
- Work flexibly across operational sites and within an agreed number of hours to maintain appropriate service provision, this will include evening and weekend working
- Undertake continuing professional development including participating in clinical supervision, performance reviews and attending training as/when required.
- Work in accordance with all relevant legislation, policies & procedures, and guidelines – both internal and external. This includes Waythrough's clinical governance framework.
- Keep abreast of policy and professional development within your area of professional expertise.
- Promote, adhere to and live our workplace values



Values and Competencies

Our Values

- **Kindness**
- **Courage**
- **Respect**

Our Competencies

- **Lead and Inspire** - Defines the future direction of Waythrough through identifying current and future challenges and longer-term opportunities.
- **Create and Innovate** - Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs.
- **Developing Our Talent** Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.
- **Impactful Communication** Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us.
- **Delivering Results and Achieving Greatness** Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
- **Service Excellence** Continues to build on Waythrough's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery.
- **Working Together** Defines how we work with each other and our customers, partners, commissioners and stakeholders.



Person Specification

Qualifications	Essential or Desirable
NVQ Level 3 in Health & Social Care (or above or equivalent) or willing to work towards this in post.	Essential
Significant experience of working with children, young people and families	Essential
Relevant professional qualification e.g., addiction studies, counselling, social work, therapeutic qualification or working towards such qualification/s.	Desirable

Skills	Essential or Desirable
Proficient in Microsoft Office programmes	Essential
Good communication skills e.g. active listening, identifying key messages, negotiating, problem solving, ability to challenge appropriately	Essential
Able to keep concise and accurate records which support effective case management; good IT skills	Essential
Effective time management and organisational skills and the ability to manage competing work demands	Essential

Experience	Essential or Desirable
Experience of working with complex and challenging families in a similar area of work, i.e. intensive family support, targeted youth work, substance misuse, criminal justice, housing, employment, mental health etc.	Essential
Understanding of the pressures of parenting and knowledge and experience of appropriate interventions	Essential



Experience in therapeutic interventions i.e. MST, CBT, MI, Family Links	Desirable
Knowledge of working within Safeguarding and vulnerable adults and children	Essential
Working with models of service delivery and contributing to Early Help Plans	Essential
Able to maintain professional boundaries whilst engaging families and supporting them intensively, sometimes in stressful situations	Essential
Experience of working with carers and families	Essential

