

HOPE HOUSE CHILDREN'S HOSPICES

JOB DESCRIPTION

JOB TITLE: Sibling Support Worker
REPORTING TO: Outreach Team Manager
WORK BASE: Hope House, Oswestry / Community

The post holder will operate as part of the outreach team, providing support, assistance and advocacy to children and young people whose siblings have a life-limiting and/or life-threatening condition who receive support from Hope House Children's hospices.

They will provide support for bereaved siblings and children who have suffered a significant bereavement in agreement with their line manager.

The post holder will work in a community setting across the catchment area of Hope House and within the hospice itself.

Key responsibilities

Communication

- To establish and build professional relationships with children and young people enabling them to participate and benefit from a variety of positive activities.
- Deliver and review specific 'one-to-one' or 'group' activities for siblings which enable and encourage them to discuss, understand and explore their feelings and experiences.
- Develop and actively maintain a professional relationship with their families to enable open and honest communication to facilitate best support.
- To ensure effective communication, including the accurate and timely dissemination of information to support successful team working.
- To maintain relevant, accurate and up to date records and reports, respecting and maintaining confidentiality at all times in accordance with Hope House Children's Hospices policies & procedures and the Data Protection Act (1998).
- To work collaboratively within multi-disciplinary / multi-agency teams both internally and externally to Hope House Children's Hospices through the establishment of effective communication systems to support the delivery of appropriate support.
- To act at all times as an ambassador for the organisation and maintain positive and effective communication both internally and externally in representing the service.

Service Delivery and Development

- To ensure the respect, dignity and rights of children, young people and their families are upheld at all times.
- To be aware of service objectives and outcomes and assist in working towards their achievement.
- To proactively develop, in agreement with the Outreach Team Manager, the service provided to siblings, both pre and post bereaved in response to identified need.
- Under the direction of the Outreach Team Manager take delegated responsibilities for delivery of positive activities.
- To raise awareness of the needs of children and young people whose siblings have palliative care needs both within Hope House Children's Hospices and externally.
- To provide the delivery of high quality support, assistance and advocacy in accordance with Hope House Children's Hospices policies, procedures and guidelines.
- To work unsociable hours when required to meet the needs of the sibling support service.
- To provide the Outreach Team Manager and Director of Care with relevant data and activity reports as required.

Clinical Governance and Professional Development

- To actively participate in all aspects of clinical governance including clinical audit; research and development, benchmarking and service review as appropriate.
- To develop and maintain expertise through relevant study/training, thus providing a specialist resource to colleagues and enhancing practice.
- To undertake any other duties within the scope, spirit and purpose of the role as agreed within own competency and undertake any training and development required to support service development.
- To adopt and present a proactive approach to personal and professional development, participating in performance appraisal, learning opportunities and reflective practice.

- To actively seek and participate in regular Clinical Supervision.
- To contribute to the safeguarding of children & young people, / Protection of Vulnerable Adults (POVA) in line with Hope House Children’s Hospices, local and national child protection / POVA guidance, policies & procedures. Mental Capacity Act.
- To be familiar with and adhere to relevant policy and procedures both locally and nationally pertinent to your area of practice.
- To participate in all mandatory training and study activity relevant to your area of work.

This job description is not restrictive or definitive but a guideline to the main areas of responsibility and will form a basis for performance appraisal.

This job description will be reviewed and revised in negotiation / consultation with the post-holder to reflect changes in duties/responsibilities in line with service developments.

Employee Signature:.....

DATE:.....

Employer Signature:.....

DATE:.....

Person Specification: **Sibling Support Worker**

	<u>Essential</u>	Desirable
Personal		
	Warm, friendly and approachable manner.	
	Excellent all round communication skills.	Working knowledge of the Welsh language.
	Willingness and ability to provide support and guidance in a constructive manner.	
	Willingness and ability to work in a proactive and assertive manner.	
	Ability to work flexibly both by location and time.	
Knowledge/skills		
	Experience of working with children in a supportive manner.	Experience of working with young people in a supportive manner.
	Ability to work creatively in a variety of ways.	Experience of working in groups
	Ability to work with distressed families in a professional and empathic manner.	Previous experience of working with loss or bereavement.
	Ability to up-skill, supervise and support other team members.	Knowledge of current, relevant legislation and guidance.
		relevant qualifications in working with children/young people
	Full clean driving licence and a confident driver.	
	Ability to complete accurate and timely records and any necessary data.	

