

Applicant 2: CHANGE / Church House, Bridgeton - Responses to questions:

Can you provide more information about the role of the Family Support Worker, especially given this is a relatively low-paid role with what seems a lot of responsibility?

The Family Support Worker will work as part of a larger team including the project manager, children & youth worker, trainee youth worker, health & wellbeing worker and the Volunteer Coordinator (Family Programme) and a team of volunteers to organise and deliver workshops/activities/programmes/events. The post is 16 hours which is split into 70% delivery and 30% planning; the family worker will be mainly responsible for engaging with families to promote the new activities, ensuring that we are delivering the right activities and also that we continue to stay relevant to the needs of the community. The rest of the team will support the programme through marketing, communication, sharing knowledge, identifying the right partners. The project manager will also look at further funding to support the activities for the family support worker if required. The rate of pay is in line with Living Wage and other employees whose main job is to deliver groups, although we are currently looking at our wage structure across the organisation. Trying to create more of a holistic project.

How will this specific post make a difference?

We will be able to deliver an additional five groups per week with the funding that will target family activities. The activities would be free making it accessible for everyone to attend; we would work with different partners to ensure the word is spread widely about the programme and to deliver activities together where required. The participants will shape the activities and services. We hope through the family support worker that we will meet new families in the area and increase opportunities for those families that currently access Churchy.

Our current family night on a Saturday evening offers food and activities, recent feedback included "I like how Churchy is run, also it's a friendly comfortable place to be that is good for kids and adults to get to know each other", "love how churchy is so friendly and makes you feel very welcome", "best club ever for all ages, love it!"

During this group, adults have supported each other through different situations that otherwise they may not have had that support, just someone to listen. It gives families a chance to interact with each other, which may not happen at home. We will offer activities throughout the school holiday programme that support families.

Currently we are working with Parent Network Scotland to deliver an accredited programme to parents: some of the parents are excited to be part of something and to stop them being bored and isolated.

Through the whole programme the outcomes for the programme are:

- A. Parents will feel more empowered
- B. Parents will feel less isolated.
- C. Parents will feel more confident in parenting.
- D. Parents will feel more able to cope.
- E. Parents will feel better supported and more confident & skilled in their roles as parents.
- F. Families will operate more cohesively with greater resilience.

The indicators will be:

- Number of parents engaged on programme
- Number of parents accessing information and advice
- Number of parents accessing health and wellbeing activity
- Number of parents accessing other opportunities/activities
- Number of parents reporting increased confidence and self esteem
- Number of parents reporting improved health and wellbeing
- Number of parents reporting improved ability to cope

We currently support parents on a 1:1 basis if they drop in with any issues with their children and we try and signpost to appropriate service (if required) or just sit down and listen and chat. The family programme will allow this to be incorporated into the week, where parents support parents, early intervention for both parent/child.

How will you measure the impact of this post?

Currently for every group we run we develop a programme plan, session plans and session recordings, we will replicate this for the family programme. The session recording takes into account people's comments and the team monitor this on a quarterly basis. The team will continue to have two planning weeks per year to review the programme. Every session has a register. The family worker will continue to use our various monitoring and evaluation methods to suit the variety of different people; this may be in a game format, using apps, questionnaires at start, during, after the completion of programmes. Through our Health & Wellbeing worker, we will put different methods in place to monitor health & wellbeing of both children and adults.

