

JOB DESCRIPTION

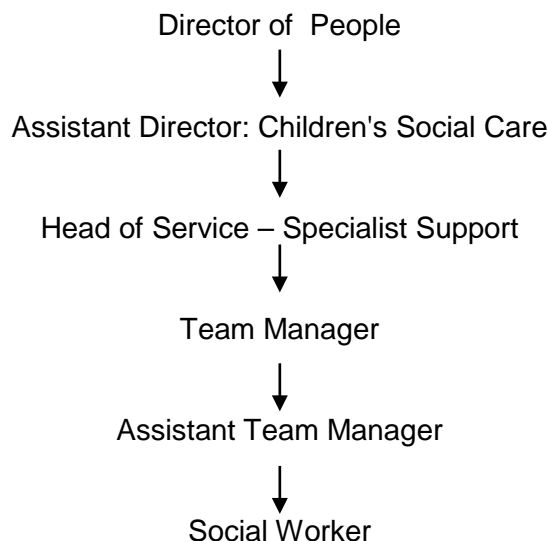


Job Title	Social Worker – Children’s Specialist Support Team		
Salary	£36,579 - £41,348(including market premia, retention bonus and LW)		
Directorate:	People	Section/Location:	Children’s Social Care
Grade/Salary Range:	BG – G/F	Work style:	Free

Key Objectives of the role

- To work as a member of a Social Care Team and contribute to the provision of a care management service ensuring children’s views are heard.
- To work within the context of relevant legislation and deliver services according to the department’s policies, procedures and guidelines.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To hold a caseload and provide assessment, care planning, intervention and family support according to expertise.
- To assess & identify the needs of children and families referred and negotiate delivery of services by determining how these needs can be best met in accordance with

statutory responsibilities and council policies using best value principles.

- To work alongside partner agencies e.g. voluntary & statutory and within the context of the care plan for children and families to ensure the provision of appropriate and effective services.
- Promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.
- To ensure access to translation & interpretation services as necessary.
- To develop and maintain accurate case records and comply with the Department's policies, procedures and guidelines.
- To contribute to the development of services to children and families by attending and contributing positively to team meetings to promote the delivery of integrated and effective services for children in need of support and protection.
- To attend regular supervision and with the supervisor, be able to set clear goals and interventive strategies.
- To regularly monitor and evaluate casework and bring to the attention of the supervisor any resource shortfalls.
- To make effective use of time and be able to prioritise workload.
- To contribute to the team duty rota.
- To provide cover for the work of other team members and other additional duties commensurate with the level of the job (the nature of these will vary according to experience, competencies and the grade of the post).

Scope of role

All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare.

All employees working with children and young people must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>BSc/MA in Social Work or equivalent</p> <p>Social Work England Registration (or in process)</p>	<p>P Q Training in Children and Families</p> <p>Experience in working with Children & Families in fieldwork setting</p> <p>Post qualifying experience & training including Child Protection and Children Looked After</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Understanding of the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare</p> <p>Understanding of the Children Act 1989 / 2004, and the Children and Families Act 2014</p> <p>Experience in working with children and young people with disabilities and their families</p> <p>Understanding of working within policies and procedures</p> <p>Understanding of the principles of participatory practice with children and young people</p> <p>Ability to give clear written and verbal accounts</p> <p>Assessment skills</p> <p>Skills to support the “requirement to listen to children, ensuring their views are heard and acted upon appropriately”</p> <p>Basic IT skills</p> <p>Experience of working with a range of agencies</p>	<p>Court experience</p> <p>Negotiating skills</p> <p>Creative problem solving skills</p> <p>Experience in working with children and young people at risk of exploitation</p>
Work-related Personal Requirements	<p>Commitment to the protection and safeguarding of children and young people</p> <p>Commitment to the principles of participatory practice with children and young people</p> <p>Commitment to the principles of</p>	

partnership with parents

Proactive

Self-motivated

Ability to work as part of a team

The post holder must hold a full UK driving licence (or valid equivalent - non-UK licences must be converted to UK licences in the first six months of employment)

Other Work Requirements

A satisfactory enhanced Disclosure and Barring Service check (this post is exempt from the Rehabilitation of Offenders Act 1974)

The ability to converse easily with members of the public and respond effectively to questions in spoken English

Ability to formulate care plans and risk assessments and meet deadlines

Commitment to equal opportunities and Anti- Discriminatory Practice

Able to work outside office hours on occasions

KEY CRITERIA

ESSENTIAL

Role models and demonstrates the Council's values and behaviours

One Council

Forward thinking & focus
Open
Respectful
Working together
Adaptable
Resilient
Determined



All staff should hold a duty and commitment to observing the Council's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.