

Hertfordshire County Council Job Outline



JOB TITLE: Social Worker (Children's)

GRADE: H8-H9

REPORTS TO: Team Manager

TEAM: 0-25 Together

DEPARTMENT: Children's Services

Purpose of the Job

To contribute effectively and professionally to the work of the '0 -25 Together' Service by providing appropriate responses to the children, young people, young adults and their families in need of support and taking appropriate safeguarding action as and when required.

More broadly to support the delivery of the '0-25 Together' vision for a specialist service for disabled children, young people, young adults and their families with a focus on supporting people to reach their full potential, enabling their independence and ensuring that they can take part in their local community. The service will support young people and young adults until they are settled in adult life.

Main Areas of Responsibility

- To safeguard and promote the welfare of disabled children/young people and support their families and carers by working with cases appropriate to your assessed experience, skills and knowledge.
- To assess the needs and circumstances.
- To plan, carry out, review and evaluate social work practice with them and other professionals.
- To support them, to represent their needs, views and circumstances.
- To manage risk to children, young people, families, carers, self and others.
- To manage and be accountable with supervision and support for your own social work practice.
- To assist and provide advice to families and carers.
- To maintain accurate and up to date knowledge of skills and resources by training and supervision.
- To advise management of the needs and resources within the community
- To keep accurate and up to date records.

- To demonstrate professional competence in social work practice by using current knowledge and working within agreed standards of best social work practice and carrying out duties in accordance with the HCPC codes of practice.
- Contribute to/undertake the assessment and supervision of students, support new staff by coaching and taking part in joint work with less experienced staff to support them in their casework.
- To work closely with other agencies within the community, both statutory and voluntary, in support of preventative strategies.
- To maintain County Policies on Equal Opportunities and Anti-Racism.
- To carry out other duties as defined by the Director of Children's Services.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

- You will be a professionally qualified, registered social worker adhering to the Health and Care Professions Council (HCPC) standards of proficiency and meet the national professional social work capabilities.
- You will have proven post qualifying experience and a commitment to own continuous professional development and development of best practice.
- You will be patient and professional when faced with difficult situations.
- You will be confident in communicating with other team members and external clients in meetings and providing advice when it's required.
- You will be competent in using ICT packages relevant to the role to store and present information.
- You will keep up to date with new relevant legislation and share your knowledge with your team and clients as and when required.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).