

Job Description

Job Title	Experienced Social Worker
Grade	PO6
Reporting To	Team Manager
JD Ref	PC

Purpose

Ensure compliance with legal, organisational and multi-agency requirements, carrying a caseload and working independently with or on behalf of children, young people and their families to meet their social care needs, in order to improve their wellbeing and promote their independence.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.
- Develop expertise in one or more areas of children's social care practice and be recognised by peers as a source of reliable knowledge and advice.
- Balance needs and risks with rights and choices, taking account of power differences and promoting positive outcomes for children, young people and their families.

Communication, Engagement and Training:

- Provide professional information, assessment and support to enable children, young people and their families to access, a range of services designed to minimise risks and improve their quality of life.
- Liaise with internal and external partners in order to gather information relevant to assessment and reviewing of care planning activities.
- Work across organisational boundaries and contribute to the work of established and developing multi agency teams, in order to deliver seamless service responses to children, young people and their families with multiple needs.
- Provide an oversight of cases and give clear directions and supportive actions within appropriate timescales to members of staff within the team.

Data Analysis and Decision-Making:

- Accurately record and critically analyse information, following organisational policies and meeting organisational responsibilities for safeguarding.

Compliance:

- Maintain and update case notes and other records, prepare statements or reports, attend and give evidence in court in care proceedings, private law cases and adoption proceedings as appropriate.
- Investigate allegations of neglect or ill treatment of individuals.
- Ensure through the provision of services that children are safe and achieving good outcomes.
- Undertake statutory duties relating to safeguarding concerns.
- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Social Work qualification e.g. Degree in Social Work; DipSW or equivalent.
- Registered with the Health & Care Professions Council (HCPC) and able to evidence this.
- Evidence of continuing professional development in line with PCF.

Knowledge & Skills

- Knowledge of UK legislation relevant to Children and Families.
- Working and leading in a multi-agency team.
- Understanding of confidentiality and data protection requirements.
- Model and demonstrate excellent communication skills.
- Demonstrate appropriate IT skills e.g. use of Microsoft Office etc.
- Awareness of current practice issues and challenges facing Children's Social Care.
- Commitment to Equality and Diversity.
- Able to work with children, young people and families with an understanding of their cultural identity and heritage.
- An understanding of and an ability to deliver excellent customer service and to work in partnership with individuals, families, carers/carer groups, colleagues in the council and partner agencies.
- Sound assessment and interviewing skills.
- Ability to work effectively in partnership across partner agencies.
- Ability to plan, prioritise and organise own workload and time.
- Ability to converse with members of the public and provide advice in accurate spoken English.

Desirable

- Knowledge and experience in the issues of assessment and care planning for children across a range of services.
- Knowledge of and experience in the issues of assessment of adopters.



ACCOUNTABLE



AMBITIOUS



RESIDENT
FOCUSED



PROFESSIONAL

Experience

- Experience of working with children, young people and their families.
- Experience of assessment and care planning.
- Experience of working with partner agencies in a professional capacity.
- Able to demonstrate experience across a range of statutory work including assessment, planning, safeguarding and court work.

Desirable

- Experience of working in a Local Authority setting.
- Working in a multi-agency team.

Additional Information

May be required to move across teams according to the needs of the service.

Able to travel within or outside the Borough.

Required to work outside office hours when necessary.

Exercise emotional intelligence and demonstrate a developing emotional resilience in relation to the job role.

NOTE:

The job role holder may be required to undertake other reasonable duties commensurate with the job role descriptor grade as directed by the Head of Service.

This job role descriptor will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a definitive statement of procedures and tasks, but sets out the main expectations of the Service in relation to the post holder's responsibilities and duties.

Elements of this job role descriptor and changes to it may be amended in light of organisational and service requirements.

Health & Safety Considerations:

- Work with VDUs (Video Display Unit) (>5hrs per week)
- Working with children
- Exposure to persons with challenging or aggressive behaviour

Approved By: Simone White. Deputy Director, Childrens
Date Of Approval: 01.12.2017



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