

Job Title – Qualified Social Worker (Childrens)

Evaluated Grade – PO2

Job Description

Job Purpose

- Manage a caseload with various levels of complexity. In doing so the postholder will lead on complex assessments and provide evidence as necessary in court proceedings.
- To practice effectively, exercising high quality judgements in situations of increasing complexity, risk, uncertainty and challenge in Children’s Services, acting with confidence and considerable autonomy
- Ability to assess situations effectively, determine which interventions, knowledge and skills should be deployed, and ability to anticipate the possible progress of issues and options without pre-judging.
- To integrate professional knowledge, the views of people using services and research/evaluation evidence into practice.
- Ability to use knowledge and skills to take more initiative and continue to broaden and deepen a broad repertoire of responses.
- To have expertise in one or more areas of practice, be familiar with and linked in to local and national resource networks.

Major Tasks

- Use appropriate assessment frameworks, applying information gathering skills to make and contribute to assessments, whilst continuing to build relationships and offering support to children and families. Use assessment procedures discerningly to inform judgement.
- Select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness, that are best suited to the service user(s), family, carer, setting and self.
- Demonstrate confident and effective judgement about risk and accountability in decision-making.
- Routinely evaluate the quality and impact (outcomes) of their own practice and that of their team/service. To apply and promote the Code of Ethics, regulatory and policy standards for practice, and continue to pursue continuing professional development and to deepen capability in all domains of the PCF.
- Continue to expand range of intervention methods and demonstrate particular expertise in one or more specific methods relevant to the work setting
- Make timely decisions when positive change is not happening
- Use contingency planning to anticipate complexity and changing circumstances
- Promote close and constructive relationships with children, young people and their families, and partner agencies.
- Work with children and young people, families, carers and communities to help them to make informed decisions, enabling them to clarify and express their needs and contribute to service planning.

- Work in partnership with a range of statutory, independent and voluntary services to develop and implement care plan objectives and planned outcomes.
- Liaise with colleagues in Children's Services, other Council departments and external agencies in order to gather information required to inform assessment and care planning activities.
- Actively participate in reflective practice group meetings as required.
- Work to a range of legal options to support investigation and protection.
- Undertake preventative work with families in order to reduce the need for care or accommodation.
- Record information in a timely, respectful and accurate manner.
- Apply principles of human, civil rights and equalities legislation to practice, and manage competing rights, differing needs and perspectives.
- Recognise health and safety is a responsibility of every employee, take reasonable care of self and others and comply with the Telford and Wrekin Health and Safety policy and any service-specific procedures/rules that apply to this role.
- Keep up to date with contemporary issues in children's social work, including legislation and evidence-based practice, and use this to inform working practice.
- Work within scope of practice and identify when additional skills and experience are required to support the postholder's role in line with ASYE portfolio, HCPC Standards of Conduct, performance and ethics.
- Undertake other such duties and responsibilities commensurate with the grade that are not mentioned in this job description.

Contacts & Relationships

- Establish a network of internal and external colleagues from whom to seek advice and expertise.
- Provide professional opinion to others – including in interdisciplinary contexts.
- Build productive working relationships and communicate effectively. Using professional judgement, to employ appropriate interventions, promoting self-determination, support, protection and positive change.
- Routinely explain and be accountable for professional reasoning, judgements and decisions. Be recognised by peers and those in other professions as a source of reliable knowledge and advice.
- Communicate with compassion and authority in challenging situations, and demonstrate the ability to understand and work effectively with negative or rejecting responses.
- Use a range of methods to engage and communicate effectively with service users, eliciting the needs, wishes and feelings of all those involved, taking account of situations where these are not explicitly expressed.
- Share information consistently in ways that meet legal, ethical and agency requirements.
- Work effectively as a member of a team, demonstrating the ability to develop and maintain appropriate professional and inter-professional relationships, managing challenge and conflict with support.

Creativity

- Apply imagination, creativity and curiosity to practice, considering a range of options to solve dilemmas and problems
- Use reflective practice techniques to evaluate and critically analyse information, gained from a variety of sources, to construct and test hypotheses and make explicit evidence-informed decisions.
- Sustain and develop use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible
- Understand the value of systemic approaches and how they can be used to understand and work with children and families in their environment, social context and relationships.
- Write records and complex reports, for a variety of purposes with language suited to purpose and audience, using plain English and optimising use of information management systems.

Decisions

- Decisions will be taken within established policy and practice guidelines, moving towards making the majority of decisions autonomously in day to day social work practice. The postholder will be required to make certain decisions in consultation with partner agencies, individuals and their carers.
- Ensure that professional decision making is considered and evidence based.
- Draw on a wide range of evidence sources to inform decision making.
- Ensure hypotheses and options are reviewed to inform judgement and decision making.
- Sustain and develop use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems.
- Demonstrate clear communication of evidence-informed professional reasoning, judgements and decisions, to professional and non-professional audiences/stakeholders.
- Decision-making will relate to a range of issues such as safeguarding concerns, identification of specific legislation to inform social work practice and risk management.
- Recognition of when support and advice is needed, ability to seek out support and document advice provided.
- Ability to use authority appropriately in professional practice.

Management & Supervision

- The postholder will have no direct supervision responsibilities. They will model good practice, setting expectations for others by participating in peer challenges and practice groups.
- Co-work specific cases as directed by Line Manager.
- Participate in day to day discussions in relation to social work practice with colleagues within the service.

Supervision Received

- Monthly supervisions with Line Manager.
- Make proactive use of supervision to reflect critically on practice, exploring different approaches to work, supporting development across the nine capabilities and will understand the boundaries of professional accountability.

- Prepare for and participate in reflective practice sessions to support practice within the team.
- Annual Professional Development appraisals will take place with Line Manager.
- Manage workload more independently, seeking support and suggesting solutions for workload and demand management difficulties.

Complexity

- The postholder will understand the application of the law to their assessments and planning, using specific pieces of legislation to inform practice.
- Seek guidance and support from peers in the application of the law.
- Demonstrate effective practice in situations, assessing and managing levels of risk which promote the principles and standards of practice of Telford and Wrekin's Children's Services.
- Recognise complexity, multiple factors, changing circumstances and uncertainty in peoples lives and have the ability to prioritise interventions.
- Use contingency planning to anticipate complexity and changing circumstances.
- Engage effectively with people in complex situations, both short-term and when building productive relationships over time
- Gather information to inform judgement for interventions in more complex situations and in response to challenge or negative responses.
- Demonstrate understanding of and appropriate response to risk factors in professional practice.

Resources

- Recognise how the development of community resources, groups and networks enhance outcomes for individuals, and the role of social work in promoting this.
- Actively support, initiate and co-produce community groups and networks for the benefit of people using services, carers and families
- Responsibility for processing personal sensitive information;
- Maintain accurate and timely recording on case management information systems;
- Responsibility within the care planning process to ensure that the resource invested for the family promotes the child's best interests. Where this is not the case, to ensure that other avenues are pursued;
- This role requires the responsibility for financial resources from the occasional direct handling of cash.
- There may be times when the post holder will be required to handle service users' personal possessions to facilitate the need to move a child or families from one setting to another.

Impact

- Recognise, and manage the impact of personal values on professional practice.
- Promote social work's purpose, practice and impact within the organisation, with colleagues including those of other disciplines, and more widely where appropriate.
- Ability to work within the organisational remit of Telford and Wrekin Council and contribute to evaluation and development.
- Understand and respect the role of others within Telford and Wrekin Council and in the wider professional and service system, and demonstrates the ability to work effectively with them.

- Understand the importance of modelling ‘good’ social work practice at all times ; and how this links to maintaining the reputation of the Council and to statutory inspection outcomes.
- The role is crucial to the service achieving performance targets and best outcomes for children, young people and families.
- They routinely evaluate the quality and impact (outcomes) of their own practice and that of their team/service.
- Demonstrate practice which seeks to reduce the number of children and young people entering into the local authority care system by promoting positive change for young people and their families, enabling more to remain or return home.

Physical Demands

- A high proportion of the work requirement will involve computer activities such as managing emails, reading reports, writing reports, oversight of system case recording.
- Carrying appropriate equipment necessary to be a mobile worker.
- The postholder will be required to work across a number of locations both within and outside of the borough in line with the Council’s mobile working policy.

Working Environment

- The post holder will be required to travel across the authority to work in multiple locations in order to support service delivery;
- Visit the placement / home of children, young people and families. This is generally lone working unless a risk assessment is undertaken which identifies the need for co-working arrangements.
- The postholder will have regular contact with individuals and/or carers and/or families, who will often be distressed or angry.
- Commute to out of area establishments for placement arrangements as necessary.
- Attend appropriate meetings.
- In the main, this post works in the environment equivalent to working in an office in terms of heat, ventilation and lighting.

Emotional Context

- The ability to work in high pressure and busy working environment.
- The postholder will regularly have contact with information which is highly sensitive and distressing, including information of a child protection nature.
- The postholder will need to manage the emotional strain arising for themselves and the service user in having to make decisions/recommendations concerning service users medium and long term future i.e. being taken into care, being made subject to a child protection plan etc.
- The post will be required to offer substantial support to service users whereby statutory and legal actions are being undertaken e.g. court work to remove a child.

Other

The postholder will be expected carry out any other duties as are within the scope, spirit and purpose of the job, commensurate with the grade.

The postholder will be expected to actively follow Telford & Wrekin Council policies, including those such as Equal Opportunities, Human Resources, Information Security and Code of Conduct etc.

The postholder will be expected to maintain an awareness and observation of Fire and Health & Safety Regulations.

Person Specification

Criteria	Standard
Qualifications	<ul style="list-style-type: none"> • Social Worker (HCPC registered). • Evidence of commitment to continued professional and personal practise development as set out by the HCPC. • Work within the BASW Professional Capabilities Framework for Social Work in Engalnd.
Experience	<ul style="list-style-type: none"> • Considerable post qualification experience. • Relevant training and experience in safeguarding children. • Experience in a wide range of aspect of the social work role. • Understanding the key pieces of legislation in place in respect of children's welfare and safeguarding. • They apply the Code of Ethics as well as all relevant regulatory and policy standards for practice (e.g. Knowledge and Skills Statements) and continue to develop in all domains of the PCF. They start to use their initiative to broaden their repertoire of responses. • They develop deeper expertise in one or more fields of practice, develop knowledge and skills relevant to their context (e.g. meeting the expectations of the Knowledge and Skills Statements) and are familiar with local (and wider) resource networks. • They are recognised by peers and colleagues from other professions as a source of reliable knowledge and advice.
Knowledge	<ul style="list-style-type: none"> • Consolidate, develop and demonstrate comprehensive understanding and application of the knowledge gained in ur initial training, and knowledge related to your specialist area of practice, including critical awareness of current issues and new evidence-informed practice research • Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. This may include Knowledge and Skills statements in children's social work. • Apply legal reasoning, using professional legal expertise and advice appropriately. • Recognise where scope for professional judgement exists and the importance of this to ensure ethical practice.
Skills	<ul style="list-style-type: none"> • Oral and written communication skills including the ability to express complex concepts and information and communicate effectively with children, their families, professionals and others. • Inter-personal skills, including the ability to develop effective working relationships, promote good customer care, influence, challenge, motivate and enable others. • Developing skills to become a reflective practitioner practitioner able to make well balanced professional decisions, working with children and families using a systemic practice approach.

	<ul style="list-style-type: none"> • Recognise ethical dilemmas. • Reflect on their own practice. • Plan, organise and prioritise a workload, in order to meet deadlines and maintain the delivery of competing short and long term objectives. • Work as a member of a team and develop collaborative relationships. • Recognise the responsibility of the Social Work role. • Use information technology effectively, having necessary keyboard skills to use email and update computerised diaries and update and retrieve information from organisational record systems. • To use the issued mobile working equipment to carry out assessments. • Seek out support and develop their own skills around decision making, providing rationale for decisions.
<p>Personal style & behaviours</p>	<ul style="list-style-type: none"> • As a council employee you will be supported and expected to demonstrate the Councils Core Behaviours. Please note that these may be updated from time to time and are available on the Council's intranet pages. • Promote and protect the confidentiality and privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing. Be able to communicate confidentiality and privacy decisions effectively and compassionately. • Relates appropriately to vulnerable children and their families. • Has a partnership/holistic approach to problem solving. • Develops good relationships with others by behaving with integrity, treating people with respect and leading by example. • Committed to promoting diversity, equal opportunities and anti-discriminatory practice. • Willing to work flexibly with some evening and weekend work.
<p>Fluency Duty</p>	<p>This post has been identified as a customer facing role and therefore the Council is required to fulfil their statutory duty under Part 7 of the Immigration Act 2016. As a public body the Council is obliged to ensure member of staff in such roles are able to have a command of spoken English which is sufficient to enable the effective performance of their role.</p> <p>The postholder:</p> <ul style="list-style-type: none"> • Can understand a wide range of demanding, longer clauses, and recognize implicit meaning. • Can express ideas fluently and spontaneously without much obvious searching for expressions. • Can use language flexibly and effectively for social, academic and professional purposes.

	<ul style="list-style-type: none"> • Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organizational patterns, connectors and cohesive devices.
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We will ensure, so far as is reasonably practicable, that no disabled applicant is placed at a substantial disadvantage. This person specification includes what we believe are fully justifiable essential and desirable selection criteria. Provided that the selection criteria unconnected with the disability are met, we will make ALL reasonable adjustments in order that someone with a disability can undertake the duties involved.

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Type of criminal records checks required for this post	Ticked as required
None	
Basic Disclosure	
Standard Disclosure	
Enhanced Disclosure	
Working with Adults - Regulated Activity	
Working with Children - Regulated Activity	

Information on types of criminal records checks is available at:

<https://www.gov.uk/disclosure-barring-service-check>