



## JOB DESCRIPTION

<b>Job Title:</b>	<b>Social Worker – Family Safeguarding Team</b>		
<b>Directorate:</b>	<b>People</b>	<b>Salary:</b>	<b>£45,091 - £47,181</b> Plus £729 London Weighting, £963 ECU and 4% Retention Payment (paid annually)
<b>Section:</b>	<b>Children's Social Care</b>	<b>Grade:</b>	<b>BG-F, SCP 34 – 36</b>
<b>Location:</b>	<b>Time Square</b>	<b>Work Style:</b>	<b>Flexible</b>

### Key Objectives of the role

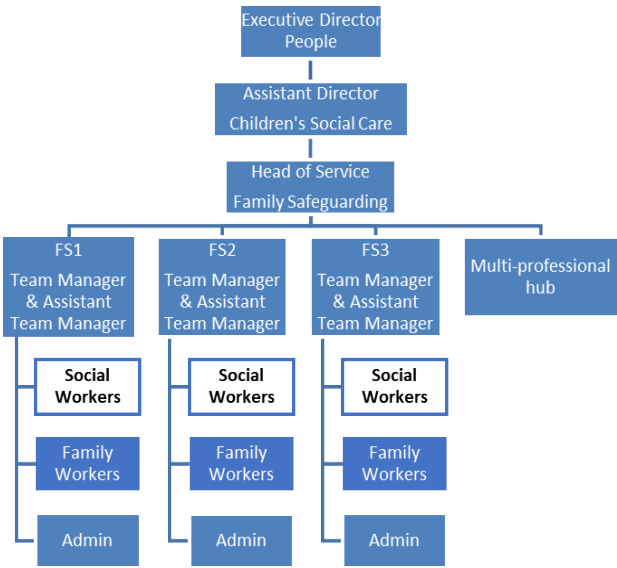
To work as part of the multi-agency, Family Safeguarding Team, supporting children, young adults and their families where there are complex social issues. To provide appropriate social work support and interventions in an integrated way with our internal and external partners.

As a social worker within the Family Safeguarding Team, you will contribute to the provision of Children's Social Care services ensuring children's views are heard and advocated for. You will work within the context of relevant legislation and will deliver services according to the department's policies, procedures and guidelines. You will drive plans forward to achieve better outcomes.

To display a commitment to the protection and safeguarding of children and young people.

### Designation of post and position within departmental structure

The post will be accountable to either the Assistant Team Manager or Team Manager, Family Safeguarding.



**Daily and monthly responsibilities**

1. Provide social work expertise to the multi-disciplinary care team, provide advice training and support and act as first point of contact for enquiries from the care team.
2. To identify the needs of children and families, promote intervention and safeguarding.
3. To work with Adult Workers (domestic abuse, mental health and substance misuse workers) as part of a multi-disciplinary team and other professionals within Child in Need and Child Protection Plans.
4. To participate in external multi-disciplinary meetings with statutory and non-statutory organisations and agencies relating to children, young people and their families, Example: Child Protection Conferences, Child in Need meetings.
5. To develop effective relationships with children, young people and their families to improve impact of work and determine the level of service available ensuring written plans are agreed with the CYP and their families and reflect their views.
6. Take the lead for safeguarding children and young people who may be at risk, offering advice support and training on safeguarding matters as required. Provide regular reports.
7. To manage a caseload of Child in Need, Child Protection, Care Proceedings and Children Looked After.
8. To take part in the team Duty system responding to concerns as and when they arise.
9. To make effective use of time and be able to prioritise workload, ensuring timeliness in visiting, report writing and other deadlines.
10. To attend and prepare for regular supervision with your supervisor, utilise critical reflection to be able to set clear goals and intervention strategies.
11. To promote and take account at all times of equality, diversity, dignity and to promote the rights of children, young people and their families.
12. To monitor and evaluate demand and bring to the attention of the supervisor any resource shortfalls.
13. To develop and maintain accurate case records and comply with the Department's policies, procedures and guidelines including security of information.
14. To promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.
15. To aspire in everything you do, these are our ASPIRE priorities:
  - Always respect timeliness
  - Smart impactive planning
  - Purposeful visits to families
  - Impactful, collaborative assessments
  - Reflective supervision
  - Engaging with children – Always ask yourself “what is life like for this child?”
16. To ensure access to translation & interpretation services as necessary.

17. 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 and in need of protection.
18. 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

- Working within the policy and legislative framework of children's social care.
- 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.
- This is not a budget holding post, but an understanding of the appropriate use of public funds is desirable.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

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
<b>Skills and qualifications</b>	Degree in Social Work or equivalent	Post Qualifying Training
	Social Work England Registration	Motivational Interviewing Training
	ASWE completion	Experience in Family Safeguarding
	Experience of working with Children and Families	
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	Understanding of the Children's Act, Adoption and Children act, Care Planning, Placement and Case Review Regulations 2010	Experience of working within the Family Safeguarding Model.
	Understanding of the "Framework for Assessment" and "Working Together"	Experience of Care Proceedings and Private Law.
	Understanding of Child in Need, Child Protection and Children Looked After plans.	
	Assessment & intervention skills with children and families.	
	Understanding of, and commitment to the requirements of safeguarding children and young people	
	Understanding of, and commitment to the principles of participatory practice with children and young people	
	Ability to listen to the views of children and young people and take their views into account when making decisions that affect them	
	ICT skills	

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<b>Work-related</b>	Flexible, enthusiastic and self-motivated
<b>Personal</b>	
<b>Requirements</b>	<p>Team player with the ability to build relationships with colleagues as well as statutory, voluntary, and private sector agencies</p> <p>A solution focused/problem solving approach and ability to undertake risk assessments</p> <p>Commitment to the principal of partnership with parents and children</p> <p>The post holder must hold a full UK driving licence (or valid equivalent), have daily access to a car and able to travel distances when required.</p>

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	Non-UK licences must be converted to UK licences in the first six months of employment.	
Other Work Requirements	<p>A satisfactory enhanced Disclosure and Barring Service check. This post is exempt from the Rehabilitation of Offenders Act 1974</p> <p>Commitment to equal opportunities and Anti-Discriminatory Practice</p> <p>Able to work outside office hours on occasions.</p> <p>This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies</p>	<p>For this role you will need to be a Social Work England registered social worker with a professional social work qualification, or equivalent, and at least one or more years' social worker experience.</p>
Role models and demonstrates the Council's values and behaviours	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>	

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

