

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Senior Practitioner – Family Safeguarding</b>		
<b>Directorate:</b>	<b>People</b>	<b>Salary:</b>	<b>£48,226- £51,356 FTE</b> Plus £729 London Weighting and £963 ECU; plus a one-off Welcome Payment of £7,000 subject to T&Cs and 4% Retention Payment after 2 years
<b>Section:</b>	<b>Children's Social Care Family Safeguarding</b>	<b>Grade:</b>	<b>BG-E SCP 37 – SCP 40</b>
<b>Location:</b>	<b>Time Square</b>	<b>Work Style:</b>	<b>Hybrid</b>

### Key Objectives of the role

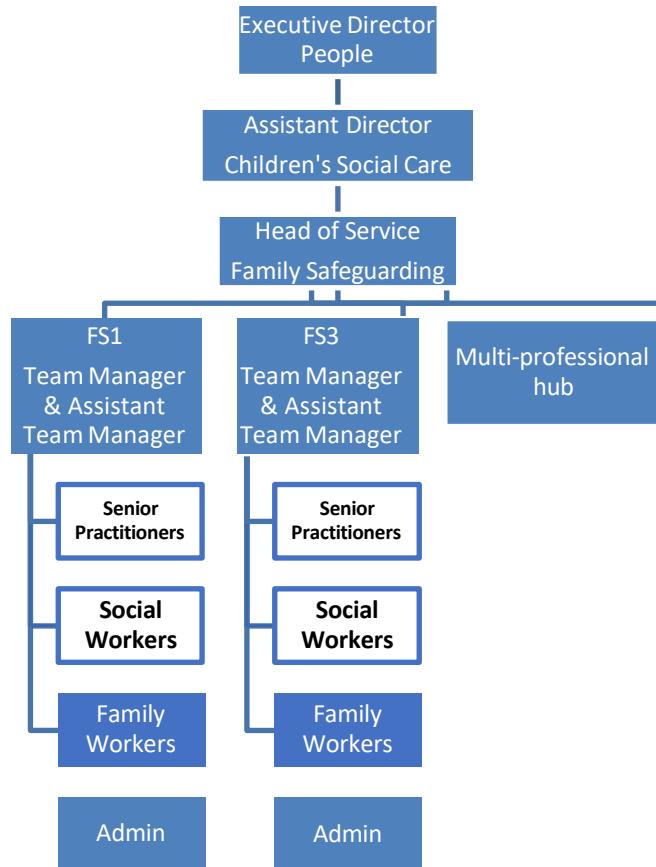
To work as part of the multi-agency, Family Safeguarding team, supporting children, young adults and their families where there are complex social issues. To provide appropriate social work support and interventions in an integrated way with our internal and external partners.

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

To work in partnership with other professionals and act as key liaison between social care and other agencies including Health to provide an efficient service to service users and carers.

To work with adult workers (domestic abuse, mental health and substance misuse workers), as part of a multi-disciplinary team.

To work alongside other professionals within Child in Need, Child Protection Plans, Care Proceedings and Children Looked After and manage a caseload.

To manage and deliver the service in collaboration to ensure the provision of effective and comprehensive support to families and young people, having regard for the needs and expectations of families, partners and to those accessing the service.

To co-ordinate a rapid response service for families where there is a breakdown in family relationships and an immediate risk of a young person becoming looked after.

Work closely with colleagues and other agencies, including first response teams to ensure that families receive appropriate support and achieve improved outcomes and are referred to other services where appropriate.

To ensure the implementation of family action's diversity & equality policy and Bracknell Forest Council ethical policy is in every aspect of your work and positively promote the principles of these policies between colleagues and other members of the public.

Take part in the team Duty system responding to concerns as and when they arise.

To make effective use of time and be able to prioritise workload, ensuring timeliness in visiting, report writing and other deadlines.

To attend and prepare for regular supervision with your supervisor, utilise critical reflection to be able to set clear goals and intervention strategies.

To monitor and evaluate demand and bring to the attention of the supervisor any resource shortfalls.

To develop and maintain accurate case records and comply with the department's policies, procedures and guidelines including data protection and GDPR.

To 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 and interpretation services as necessary.

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.

To aspire in everything you do, these are our ASPIRE priorities:

- i. Always respect timeliness
- ii. Smart impactful planning
- iii. Purposeful visits to families
- iv. Impactful, collaborative assessments
- v. Reflective supervision
- vi. Engaging with children – Always ask yourself “what is life like for this child?”

To role model and champion good social work practice, support and enable newly qualified or less experienced social workers and positively contribute to the inclusive culture of the department.

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>	<p>Degree in Social Work or equivalent Social Work England registration.</p> <p>At least three years of post-qualifying experience that includes child protection, public law outline and care proceedings.</p> <p>in-depth knowledge of relevant legislation, guidance, policies and thresholds.</p> <p>Successful completion of the ASYE programme.</p> <p>Evidence of relevant continued professional development.</p>	<p>Post qualification for example – practice educator.</p> <p>ABE training.</p> <p>Motivational Interviewing training.</p> <p>Age Assessment training.</p> <p>Human Rights Assessment training</p>
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	<p>Understanding of the Children's Act, Adoption and Children act, Care Planning, Placement and Case Review Regulations 2010.</p> <p>Understanding of the "Framework for Assessment" and "Working Together".</p> <p>Understanding of Child in Need, Child Protection and Children Looked After policies.</p> <p>Assessment and intervention skills with children and families.</p> <p>Experience of care proceedings and private law.</p> <p>Understanding of, and commitment to the principles of participatory practice with children and young people.</p> <p>Ability to listen to the views of children and young people and take their views into account when making decisions that affect them.</p> <p>Good ICT skills.</p> <p>Able to work positively and productively with a range of agencies.</p>	Experience of working within the Family Safeguarding Model.

	Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.
<b>Work-related Personal Requirements</b>	Organisational, administrative and planning skills to a high standard, alongside being able to plan your workload in order to meet deadlines and work collaboratively with team members.
	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.
<b>Other Work Requirements</b>	<p>A satisfactory enhanced Disclosure and Barring Service check.</p> <p>The ability to converse easily in spoken English, explain complex or technical information to members of the public and respond effectively to detailed or complex questions for an extended period of time.</p> <p>This post is exempt from the Rehabilitation of Offenders Act 1974.</p> <p>Commitment to equal opportunities and anti-discriminatory practice.</p> <p>Adaptable with ability to be flexible by being prepared to react to changing circumstances and to work outside of normal office hours including weekends as appropriate.</p>
<b>Role models and demonstrates the Council's values and behaviours</b>	<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.**

