

Job description

Job title:	Senior Social Worker - Children Services		
Directorate:	People	Salary Package:	£49,918 - £53,048 p.a. Including; £729 London Weighting, £963 Essential car User Additional Payments: Welcome Payment* £7,000 Retention Payment 4%, after 2 years continuous service (* T&Cs apply)
Section:	Children's Social Care	Grade:	BG-E SCP 37 - 40
Location:	Time Square	Work style:	Flexible

Key objectives of the role

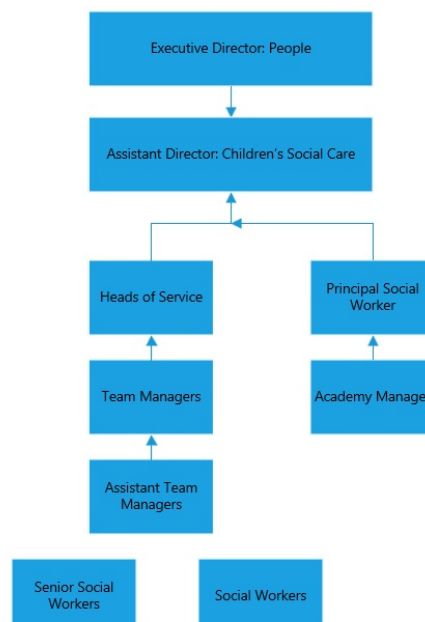
To work as a member of one of our OFSTED Outstanding social care teams and contribute to the provision of a social work service for Children and Families ensuring children's views are heard.

To work within the context of relevant legislation and deliver services according to the department's policies, procedures and guidelines.

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



Daily and monthly responsibilities

To manage a caseload and deliver assessment, care planning, interventions, and family support consistent with senior social worker expertise.

To promote listening to children at every opportunity, ensuring their views are heard, recorded and acted upon in an appropriate and timely manner and to ensure life journey work is completed with children and young people in accordance with their age and understanding.

To assess and identify the needs of children and families referred and negotiate delivery of services by determining how these needs can be best met in accordance with statutory responsibilities and council policies using best value principles.

Develop and implement effective safeguarding plans to protect children and young people from harm.

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 coordinate 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.

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

To participate in regular reflective supervision and be able to set clear goals and intervention strategies.

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

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

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 in accordance with statutory responsibilities and council policies using best value principles.

To role model and champion good social work practice, support and mentor less experienced colleagues including newly qualified Social Workers, Family Workers and Social Work Students. 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
- 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
Skills and qualifications	<p>Degree in Social Work or equivalent</p> <p>Social Work England registration</p> <p>At least three years of post-qualifying experience within children's social care that includes child protection</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:</p> <p>Practice Educator</p> <p>ABE Training</p> <p>Motivational Interviewing training</p> <p>Age Assessment training</p> <p>Human Rights Assessment training</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Understanding of the Children's Act</p> <p>Understanding of the "Framework for Assessment" and "Working Together"</p> <p>Understanding of working within policies and procedures</p> <p>Assessment, S47 enquiries and intervention skills with children and families</p> <p>Experience of Care Proceedings and Private Law</p> <p>Ability to give clear written and verbal accounts</p> <p>Good communication skills both written and verbal</p> <p>Ability to undertake risk assessments</p> <p>Understanding of and commitment to the requirements of safeguarding children, young people and promoting their welfare</p>	<p>Experience of working within the Family Safeguarding Model</p>

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

Able to work positively and productively with a range of agencies

**Work-related
Personal
Requirements**

Commitment to:

- the protection and safeguarding of children and young people
- the principles of participatory practice with children and young people
- the principles of partnership with parents and children
- equal opportunity and anti-discriminatory practice

Proactive, self-motivated and enthusiastic

Able to meet deadlines

Flexibility and integrity

Ability to work as part of a team

A solution focused/problem solving approach

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.

**Other Work
Requirements**

A satisfactory enhanced Disclosure and Barring Service check.

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.

This post is exempt from the Rehabilitation of Offenders Act 1974

Ability to work outside office hours on occasions.

Role models and demonstrates the Council's values and behaviours

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.

We make our values real by demonstrating them in how we behave every day.

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.

