



JOB DESCRIPTION

Job Title:	Newly Qualified Social Worker
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Directorate:	People	Salary:	£43,463 - £45,767 p.a. Including; £729 London Weighting, £963 Essential Car User Additional Payments: Retention Payment 4%, after 1 years continuous service
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Section:	Children's Social Care	Grade:	BG-F SCP 31 - 33
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Location:	Time Square	Work Style:	Fixed
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Key Objectives of the role

To work as part of a team within Children's Social Care providing services for children and young people and their parents/carers, ensuring children's views are heard.

To provide professional and comprehensive casework to a caseload of children and young people appropriate to experience and capabilities.

To ensure the highest of professional standards and good overall knowledge of relevant legislation regulation and practice methods.

To contribute to the provision of good quality services which integrate government and local initiatives and guidance including, Working Together, Child Protection procedures, Looked After Children's processes and the Assessment Framework.

Designation of post and position within departmental structure



Daily and monthly responsibilities

As a newly qualified social worker you will:

- Build and maintain effective relationships with children and families.
- Provide evidence-based support that has a positive impact on the lives of children and families.
- Apply critical reflection and analysis to inform and provide a rationale for professional decision-making.
- Carry out assessments to identify needs and risks. Writing clear, evidence-based assessments, care plans and reports.
- Use communication skills to build and maintain relationships with children and families, colleagues, and multi-agency partners.
- Develop care plans that promote the well-being and safety of children and families.
- Work with other social workers and multi-agency teams.
- Participate in external multi-disciplinary meetings with statutory and non-statutory organisations and agencies relating to children, young people, and their families.
- Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice and consider the impact of social and cultural factors on child development.
- Seek support and advice from colleagues and with your supervisor set clear goals and actions plans as part of individual and group case supervision.
- Stay up to date with legislation and statutory guidance to inform your practice.
- Take professional responsibility for continuous professional development, taking part in development activities such as training, research, and critical reflection.
- Develop and maintain accurate case records and comply with the Department's policies, procedures and guidelines including data protection and GDPR.

- 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?”

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
Skills and qualifications	Degree in social work or equivalent	Motivational Interviewing Training
	Social Work England registration	Knowledge of Family Safeguarding Model.
	Experience of working with children and families. Knowledge of legislative social care policy	Experience of children and families statutory social work
Competence Summary (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.	
	Knowledge of evidence-based practice.	
	Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.	
	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		

Work-related Personal Requirements	<p>Flexible, Eager and Self-motivated</p> <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). Non-UK licences must be converted to UK licences in the first six months of employment.</p>
Other Work Requirements	<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>Anything that is applicable to the role that is out of the norm.</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 & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

