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JOB DESCRIPTION

Job Title:	**Senior Social Worker – Children's Specialist Support Team (part time, 27 hours per week)**

Directorate:	**People**	**Salary:**	**£49,817- £53,051 per year plus £753 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. (Pro-rata for 27 hours per week £36,352 - £38,712 plus £549 LWA and £963 ECU. Plus a one-off Welcome Payment of £5,000 subject to T&Cs and 4% Retention Payment after 2 years)**

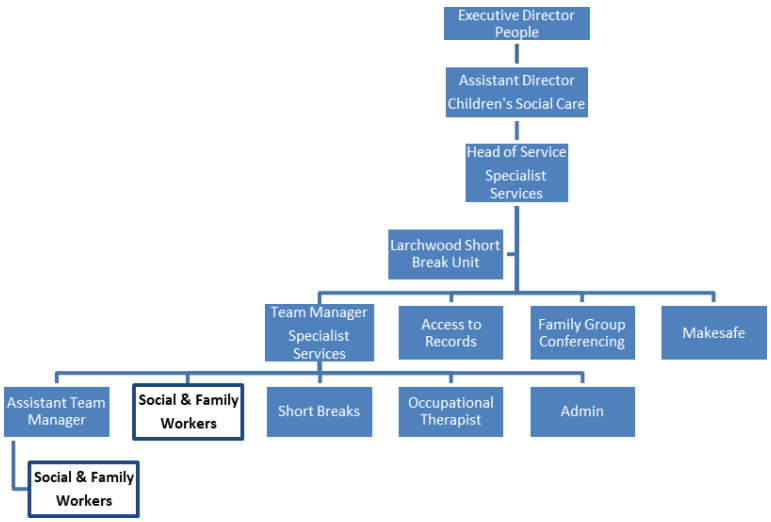
Section:	**Children's Social Care**	**Grade:**	**BG-E, SCP 37 - 40**

Location:	**Time Square**	**Work Style:**	**Hybrid**

Key Objectives of the role

- To work as a member of a social care team and contribute to the provision of a care management service 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



Daily and monthly responsibilities

1) To hold a caseload and provide assessment, care planning, intervention and family support

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according to expertise.

2) 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.

3) To work alongside partner agencies e.g., voluntary and statutory and within the context of the care plan for children and families to ensure the provision of appropriate and effective services.

4) To contribute to the team duty rota, responding to child protection concerns.

5) To make effective use of time and be able to prioritise workload.

6) To attend regular supervision and with the Supervisor, be able to set clear goals and intervention strategies.

7) To regularly monitor and evaluate casework and bring to the attention of the Supervisor any resource shortfalls.

8) To develop and maintain accurate case records and comply with the department's policies, procedures and guidelines including security of information.

9) 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 and level of needs.

10) 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 life like for this child?”

11) To ensure access to translation and interpretation services as necessary.

12) 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.

13) 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.

14) To support the development of others by delivering training, coaching and learning sessions.

15) To support the assessment and support of students, newly qualified social workers (ASYEs) and Family Workers.

16) To provide regular, purposeful and reflective supervision to social work students and Family Workers.

17) To work with families who have a higher level of need/complexity.

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:

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  - 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.

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PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	BSc/MA in Social Work or equivalent Social Work England registration	P Q Training in children and families Experience in working with children and families in fieldwork setting Post qualifying experience and training including Child Protection and Children Looked After Experience of working with children, young people with disabilities and their families Practice Educator or working towards
Competence Summary (Knowledge, abilities, skills, experience)	Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare Understanding of the Children Act 1989 / 2004, and the Children and Families Act 2014 Understanding of working within policies and procedures Understanding of the principles of participatory practice with children and young people Skills to support the “requirement to listen to children, ensuring their views are heard and acted upon appropriately” Ability to give clear written and verbal accounts Assessment skills Ability to formulate care plans and risk assessments and meet deadlines ICT skills	Court experience Negotiating skills Creative problem-solving skills Experience in working with children and young people at risk of exploitation

	Experience of working 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 – equal opportunities and Anti-Discriminatory Practice Proactive Self-motivated Ability to work as part of a team The post holder must hold a full UK driving licence (or valid equivalent) and daily access to a car and able to travel distances when required. 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 with the Child Workforce**.** 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 Able 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.