

## JOB DESCRIPTION

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| <b>Job Title</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Social Worker           |                        |  |
| <b>Service</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Children and Families   |                        |  |
| <b>Reporting to</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Operations/Team Manager |                        |  |
| <b>Grade</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10                      |                        |  |
| <b>Evaluation ref:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | AG0608                  | <b>Job Family ref:</b> |  |
| <b>Role purpose</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                         |                        |  |
| <p>To safeguard and promote the welfare of children and young people by working in partnership with families, communities, and other professionals. The role involves assessing needs, planning interventions, and delivering support that enables children to thrive in safe, stable, and nurturing environments.</p> <p>Children and Young People's Social Care Team provide services to Children in Need including children with disabilities, children subject to Child Protection Plans, Children "Looked After" and Care Leavers. These roles operate in close collaboration with multi agency partnerships. Qualified Social Workers will work in accordance with professional standards (as set by Social Work England) and provide case responsible roles and statutory services to:</p> <ul style="list-style-type: none"> <li>• Children and Young People in need</li> <li>• Children subject to Child Protection plans</li> <li>• Children Looked After</li> </ul> |                         |                        |  |
| <b>Accountabilities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                         |                        |  |
| <b>Common Elements of the Assignment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                         |                        |  |
| <p>Undertake high quality, child-centred assessments of need and risk d to ensure that children and young people are protected from significant harm.</p> <ul style="list-style-type: none"> <li>• Build trusting relationships with children and families to understand their lived experiences.</li> <li>• Provide support, guidance, and interventions that promote positive change.</li> <li>• Use relational, strengths based, and trauma-informed approaches to engage families effectively.</li> <li>• Develop and review care plans that reflect the child's voice and best interests.</li> <li>• Use evidence-based tools and frameworks to inform decision-making.</li> </ul> <p>Responsible for children allocated with varying needs and complexity, commensurate with experience, ability, and qualification; receive and respond to referrals from various sources.</p> <p>Conduct Risk Assessments to ensure children and young people are protected.</p>       |                         |                        |  |

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Deliver evidence-based interventions in response to identified needs as required.

Undertake statutory and best practice reviews and ensure compliance with appropriate legislation, policy and procedures.

Assess financial, safeguarding and care needs in consultation with other professionals and agencies and agree levels of support. Escalate risk and safeguarding concerns immediately where appropriate.

Prepare and present reports as necessary to facilitate decision making about children and young people and to provide effective quality assurance.

Provide information, written assessments, reports, and statements to support other service professionals, managers, and the courts in making decisions related to care.

Maintain file records relating to service users to a high standard in accordance with relevant legislation, policy, and procedures.

Contribute to ensuring the effective operation of holistic Quality Assurance processes within the team. Provide accurate and timely information to enable the quality of the service to be assessed.

Provide a needs-led service, working with providers within Social Services, Somerset Safeguarding Children Partnership, and independent and voluntary sectors in order to meet requirements.

Assess the needs of children and facilities under the appropriate statutory frameworks.

Access resources and services for families and carers which will assist them in caring appropriately for their children.

Develop, facilitate and maintain effective joint working relationships, with health, education,, housing, police, and any other agencies as appropriate.

Establish and maintain appropriate networks and professional relationships with service users, their families, and other professionals to deliver services through effective partnership working.

Contribute to multi-agency partnership working and participate in multi-agency meetings. Act as a lead worker as required engaging with other professionals on specific areas of expertise.

Enable individual's families and carers to address issues which affect their health, financial, emotional and social wellbeing.

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Promote children and young people's equality, diversity and rights, by applying, maintaining and evaluating systems and structures in an anti-discriminatory way.

Build upon existing knowledge and practice with research and training to develop individual skills and new approaches for improvement in service provision.

Develop one's own knowledge and practice and contribute to the development of policy and practice.

Participate in performance appraisal and consultations with team managers and undertake regular professional development programmes to improve personal knowledge, skills, and effectiveness.

Provide accurate and timely operation of IT systems relating to client information, complying with practice requirements. Participate in the effective operations of quality assurance processes.

Other Elements and Specialist Assignment areas which you may be expected to undertake:

To be available to provide a Duty Response Service within their service area as required by the Team Manager.

As and when appropriate to develop an area of expertise and liaise with other agencies, as necessary. Where required, to develop and implement the

Directorate's response national initiatives and projects involving aspects of children and young people's safeguarding and social care.

### Impact

The assignment requires well developed interpersonal and communication skills in order to:

- Engage effectively with a range of audiences including professional partners and stakeholders.
- Improved outcomes for children and families.
- Through relational practice, you help families build resilience and capacity to care for their children.
- By working in partnership, you support the development of inclusive, supportive networks around children.
- Influence and mediate to achieve positive outcomes for children through support and motivation of children & young people, families, and carers.
- Manage challenging or sensitive situations and understand the circumstances where escalation is required to a manager.
- Make constructive contributions in multi-agency settings.
- Understand the requirement to use plain English.

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The assignment requires effective working relationships with:

- Children, young people, families, and carers, extended family and kinship networks.
- Teams and Colleagues within Somerset Council
- Legal and statutory partners – CAFCASS, legal, courts and judiciary.
- Colleagues in CYPD, children centres and partner agencies.
- All partners across somerset including the community and voluntary sector, prevention, Schools, colleges, PRUs, Early Years providers, mental health services, police, courts, youth offending teams, housing services etc.

Work actively with the children and young people allocated,

To assist the Team Manager in the robust management of resources within the team by ensuring quality and value for money in service delivery.

### Knowledge / Experience / Skills

|                                                                                                                                                                | Essential | Desirable |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|--|
| <b>Knowledge</b>                                                                                                                                               |           |           |  |
| Knowledge and understanding of Social Care practice as defined by Social Work England Guidelines, appropriate legislation and issues relevant to client group. | X         |           |  |
| Understanding of social care resources and provision available beyond statutory agencies.                                                                      |           | X         |  |
| Awareness of government guidance and legislative changes across broad range of Social Service issues.                                                          |           | X         |  |
| <b>Experience</b>                                                                                                                                              |           |           |  |
| Relevant multi-disciplinary Social Care experience within multi-disciplinary team - relevant to needs of post.                                                 | X         |           |  |
| Evidence of partnership working with other agencies including Social Care Services, Health Services, Voluntary Agencies and/or Education.                      | X         |           |  |
| A variety of experiences working with relevant client group.                                                                                                   |           | X         |  |
| Supervisory experience (Essential for Experienced Social Workers).                                                                                             |           | X         |  |
| <b>Qualifications / Registrations / Certifications</b>                                                                                                         |           |           |  |
| Possession of recognised Social Care Qualification – Degree in Social Work, Dip SW, CQSW, CSS or equivalent.                                                   | X         |           |  |
| Registration with Social Work England.                                                                                                                         | X         |           |  |

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| Portfolio of evidence demonstrating achievements against the Professional Capabilities Framework for Social Workers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | X |  |  |
| <b>Skills</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   |  |  |
| IT skills to enable effective input, manipulation and retrieval of data and information.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | X |  |  |
| Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | X |  |  |
| <b>Working Conditions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |   |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |   |  |  |
| <b>Working Arrangements</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   |  |  |
| Somerset Council's dynamic Working Strategy will be applied to this position.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   |  |  |
| <b>Corporate Responsibilities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   |  |  |
| <p>Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practice.</p> <p>Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.</p> |   |  |  |

Date: 29/04/2016