

JOB DESCRIPTION



Job Title	Social Worker / Senior Practitioner – Family Safeguarding Team
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Salary	£30,451 – £39,880 per annum based on experience, plus market premia and £2000 annual retention payment
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Directorate:	People	Section/Location:	CSC
Grade/Salary Range:	BG-G (SCP 26-30) BG-F (SCP 31-36)	Work style:	Free

Key Objectives of the role
<p>To work as a member of the Family Safeguarding Team and contribute to the provision of children's social care services ensuring children's views are heard.</p> <p>To work within the context of relevant legislation and will deliver services according to the Department's policies, procedures and guidelines.</p> <p>To display a commitment to the protection and safeguarding of children and young people.</p>

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
<ol style="list-style-type: none">1) To identify the needs of children and promote intervention and safeguarding.2) To work with Adult Workers as part of a multi-disciplinary team.3) To work alongside other professionals within Child in Need and Child Protection Plans.4) To manage a caseload of Child in Need, Child Protection, Care Proceedings and Children Looked After.5) To take part in the team duty system responding to concerns as and when they arise.6) To make effective use of time and be able to prioritise workload, ensuring timeliness in visiting, report writing and other deadlines.7) With the Supervisor, be able to set clear goals and strategies as part of individual and group case supervision.8) To contribute to service development and learning of others.

- 9) To develop and maintain accurate case records and comply with the Department's policies and guidelines.
- 10) To promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.
- 11) To undertake any other tasks that are within the scope of the role that may be required from time to time.

Scope of role

Consider budget/resource control, impact on community

Working within the policy and legislative framework of children's social care.

Commitment to the Council's Equal Opportunities policy.

Commitment to working within the bounds of GDPR, consent and disclosure guidance.

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.

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

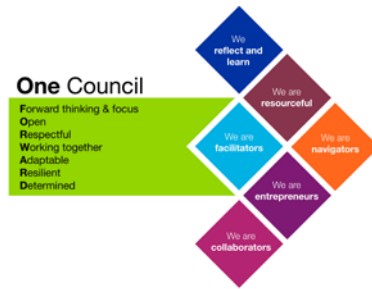
KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>Degree in Social Work or equivalent</p> <p>Significant experience of Children and Families statutory social work</p> <p>Experience of working with children</p> <p>Social Work England registration</p>	<p>Post Qualifying Training</p> <p>ABE Training</p> <p>Motivational Interviewing 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 Child In Need, Child Protection and Children Looked After plans.</p> <p>Ability to give clear written and verbal accounts</p> <p>Assessment skills & Experience of Care proceedings.</p> <p>Understanding of and commitment to the requirements of safeguarding children and young people.</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>	
Work-related Personal Requirements	<p>Pro active</p> <p>Self-motivated</p> <p>Ability to work as part of a team</p> <p>Commitment to the principal of partnership with parents and children</p> <p>Flexibility</p> <p>Organisational Skills</p>	
Other Work Requirements	<p>Ability to undertake risk assessments</p> <p>Full Driving Licence and use of own vehicle for work purposes.</p> <p>Able to work outside office hours on occasions</p> <p>A satisfactory enhanced Disclosure & Barring Service (DBS) check</p>	

KEY CRITERIA

ESSENTIAL

DESIRABLE

Role models and demonstrates the Council's values and behaviours



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.