



## **Job profile**

### **Social Worker**

#### **Grade I/J**

**Group:** Care, Wellbeing and Learning

**Service:** Children and Families

**Location:** As directed

**Line Manager:** Team Manager

**Car User Status:** Essential

#### **Job Purpose**

To act as lead professional/key worker for an agreed caseload responsible for the delivery of effective and timely interventions to looked after children and young people in accordance with current legislation, guidance, procedures and priorities. To promote safeguarding arrangements, assessments, preparation and planning for looked after children and care leavers. To lead on children who are exploited within the service

#### **The key roles of this post will include:**

1. To undertake CIN assessments and needs assessments in line with agreed policies, procedures and guidance.
2. To develop, formulate, implement and maintain care plans and pathway plans in line with agreed service policies and procedures
3. To ensure all allocated cases are subject to appropriate review in relation to individual need and local and national policy and legislation and that the views of children, young people and their families are sought in advance of any formal meetings and to support their full contribution and engagement in assessment, planning and review processes.
4. To promote the education of looked after children and young people to meet their aspirations.
5. To promote the safety, health and wellbeing of looked after children and young people within their families and communities through the delivery of intensive support and interventions.
6. To ensure that record keeping and report writing is timely and accurate and fully compliant with the Council's recording systems and evidences the voice of the child/young person and their journey.
7. To participate in such activities as directed by the team manager that contribute to ongoing review and improvement of practice and service standards within a culture of learning and continuous improvement.
8. To take responsibility for ensuring individual practice is subject to continuous improvement and meets with local and national professional standards, including attending training and professional development events and activities relevant to the role and necessary for registration with the HCPC.



9. To develop and embed multi-agency and multi-disciplinary approaches so that looked after children and young people receive holistic interventions that promote a positive journey through intervention and support.
10. To work within the Councils scheme of delegation and authorisation and ensuring that all recommendations and decisions are brought to the attention of the designated manager
11. Such other responsibilities allocated which are appropriate to the grade of the post.
12. To work with other partner agencies relating to children who are being exploited
13. To support and develop practice across services relating to child exploitation



## **Knowledge & Qualifications**

### **Essential:**

#### Knowledge

- Ability to place the child/young person at the centre of all practice and decision making
- Knowledge & skills in identifying and implementing appropriate plans for children & young people
- An understanding of child development.
- An understanding of the role and importance of policies and procedures
- An understanding of and ability to apply relevant legislation and guidance
- Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory
- Knowledge of current issues relating to child exploitation

#### Experience

- Working in a statutory children and families social care setting
- Experience of safeguarding and working with looked after children & young people
- Assessing children and their families
- Assessment, analytical report writing and communication skills
- Effective communication skills
- Current Driving licence and access to a car or means to mobility support.

#### Qualifications

- Possess a Social Work qualification or equivalent for a minimum of 2 years
- Registration with HCPC

### **Desirable:**

#### Experience

- Work with child protection
- IT skills

#### Qualifications

- Relevant degree
- Working towards post qualification award



## Competencies

### Customer Focus

Puts the customer first and provides excellent service to both internal and external customers

### Communication

Uses appropriate methods to express information in a clear and concise way to make sure people understand

### Team Working

Works with others to achieve results and develop good working relationships

### Making things happen

Takes responsibility for personal organisation and achieving results

### Flexibility

Adapts to change and works effectively in a variety of situations

### Learning and Development

Actively improves by developing and applying new skills and knowledge and learns from past experiences