



## **Job profile**

### **Experience Child and Family Social Work Practitioner**

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

**Group:** Care, Wellbeing and Learning

**Service:** Children and Families

**Location:** Civic Centre

**Line Manager:** Senior Practice Supervisor

**Car User Status:** Casual

#### **Job Purpose**

To discharge the authority's responsibilities under the Children Act 1989 and 2004 and other relevant legislation with respect to children in need, particularly, those in need of protection and those looked after by the authority.

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

1. To manage a caseload of CiN Looked after children and Child protection cases that requires extensive and skilled assessment and interventions.
2. To manage and promote the child's best interests through evidence-based outcome planning via care proceedings, Care planning, Child protection planning or Child in Need planning
3. To work with multi-agency partners in the pursuit of excellent outcomes for children in Need of protection and /or care.
4. To undertake direct work with children and their families.
5. To ensure that record keeping, and report-writing is timely and accurate, and is fully compliant with the Council's recording systems, evidencing the voice of the child and their journey
6. To take responsibility for ensuring individual practice is subject to continuous improvement, and meets with both local and national professional standards, including attending training and professional development events and activities, which are both relevant to the role and necessary towards registration with Social Work England
7. Seeking and acting upon the view of children throughout your involvement



8. To develop and embed multi-agency and multi-disciplinary approaches so that children and young people receive holistic interventions that promote positive outcomes
9. To promote the education of children and young people to meet their aspirations
10. To promote the safety, health and well-being of children and young people, within their families and communities through the delivery of intensive support and interventions
11. To work with partner agencies to support and develop practice
12. Such other responsibilities allocated which are appropriate to the grade of the post.



## Knowledge & Qualifications

### Essential:

#### Knowledge

- Child care legislation and statutory guidance
- Child development across the age group and inhibitors to growth and development
- Child Protection and multi-agency responsibilities
- Assessment models and Social Work interventions.
- Adult mental health, substance misuse, domestic abuse, physical ill health and disability, Systemic practice
- Statutory and organisational contexts, corporate parenting responsibilities and Government policy contexts and drivers
- Performance agenda relevant to Social Work

#### Experience

- Practising Social Work in a statutory setting and within statutory frameworks
- Working intensively with families and children who are at risk of harm
- Working within and applying legislative frameworks and statutory guidance
- Responding to issues of separation and loss for children and young people
- Undertaking complex assessments of need and risk
- Formulating plans and interventions targeted at affecting change
- Undertaking complex interventions with children and families of a child protection nature

#### Qualifications

- Recognised Social Work Qualification and PQ training
- Registered with Social Work England and over two years' experience

#### Ability to

- Recognise factors which do or will inhibit the child's wellbeing and safety
- Build effective relationships with children and families
- Explain complex matters in simple language
- Develop plans of invention with children and families and evaluate their effectiveness
- Communicate clearly and sensitively with children of different ages and their parents/carers
- Demonstrates working with others and behaving in a way that respects the rights of others, taking into account their needs and not being discriminatory
- To keep appropriate records that demonstrate the child's journey and support analysis of the child's lived experience
- Apply relevant Social Work legislation, research and policy.



- Write and present coherent and well-argued reports and assessments to a variety of multi- agency forums and Court
- Effectively Chair and manage multi agency and single agency meetings
- Ability to analyse and synthesise information with reference to practice wisdom and current research
- Exercise professional judgement with appropriate authority
- Meet deadlines

### Personal qualities

- Empathic, respectful and emotionally intelligent
- Resilient and able to work autonomously under pressure
- Highly reflective and able to learn from experience
- Decisive whilst recognising professional lines of governance and accountability
- Able to recognise personal experiences that influence professional perceptions
- Demonstrates leadership qualities

### Miscellaneous

- ICT literate
- Able to meet the travelling requirements of the post



## Competencies

<b>Customer Focus</b>	Puts the customer first and provides excellent service to both internal and external customers
<b>Communication</b>	Uses appropriate methods to express information in a clear and concise way to make sure people understand
<b>Team Working</b>	Works with others to achieve results and develop good working relationships
<b>Making things happen</b>	Takes responsibility for personal organisation and achieving results
<b>Flexibility</b>	Adapts to change and works effectively in a variety of situations
<b>Learning and Development</b>	Actively improves by developing and applying new skills and knowledge and learns from past experiences