



Job Profile

Social Worker

1. Job Purpose

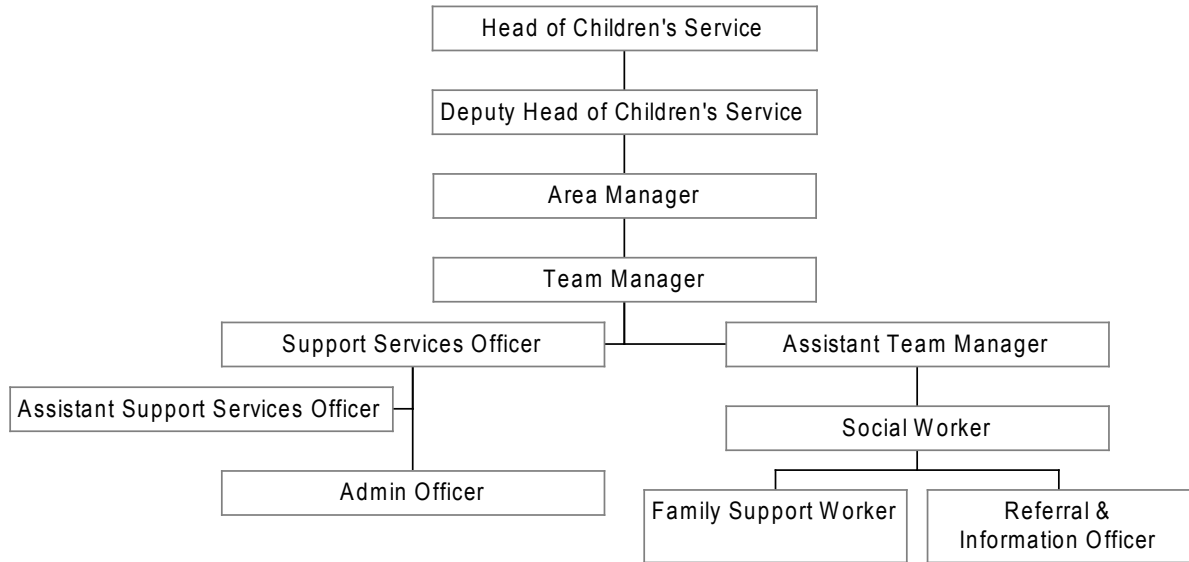
- 1.1. To provide the social work service of assessment of need, care planning and, as appropriate, child protection investigation.
- 1.2. To prevent the separation of children from their families wherever possible and appropriate.
- 1.3. To ensure children and young people are adequately protected in line with the SCPC and departmental policy and procedures and relevant legislation.
- 1.4. To ensure that children reach their full potential and have equal access to services available.

2. Principal Accountabilities

- NB. The volume and complexity of tasks will be determined by the level of skill and experience of the worker and clients needs through discussion in supervision.
- 2.1. To work as part of a team to ensure that the Department meets, as effectively and efficiently as possible, the identified needs of children and families and ensure that they are protected.
 - 2.2. To ensure a positive, high profile for the Social Services Department in its dealings with the public, users and carers and external agencies.
 - 2.3. To work collaboratively with other colleagues in Children's Services and Community Care Team Staff and other agencies to promote high quality assessment and child care services.
 - 2.4. On a day-to-day basis, to balance the competing priorities and manage the risk involved in protecting vulnerable children with the support of the Assistant Team Manager and Team Manager. Contribute to the promotion and maintaining aspects of healthy/safe working environment.
 - 2.5. To understand and comply with the teams budget monitoring and control arrangements.

- 2.6. To work with individuals, families and groups, providing or arranging services for assessment of need, care planning, care, treatment and support:
 - To provide and co-ordinate the assessment and ensure that it is needed;
 - To plan to meet the identified social care needs of children and their families within available resources and record unmet need;
 - Regular monitoring/review of services established.
- 2.7 To have a creative approach to meeting need and ensure local provision, wherever possible in order to meet identified need within available resources.
- 2.8 At initial assessment and throughout the work with the child and family, to consider the vulnerability of the child and consider any risk factors and changes to ensure that risk to the child is effectively managed ensuring safety at all times.
- 2.9 With appropriate training undertake CP investigations, act as key worker to children/young people on the CP register and undertake all related statutory responsibilities.
- 2.10 To take the responsibility for own development through the utilisation of relevant practice research, legislation, peer/user, feedback and participative supervision and appraisal processes.
- 2.11 Work within statutory responsibilities and departmental policies including recording, client file access, complaints confidentiality and SSID.
- 2.12 Work in partnership with families/carers and all key agencies who are involved in decision making and planning.
- 2.13 Work within an equal opportunities and anti-discriminatory framework enabling others to challenge and express their views and contribute to the evaluation of ones own decisions/actions.

3. Organisational Chart



4. Organisational Relationships

The Social Worker will be regularly supervised by the Assistant Team Manager and will be ultimately responsible to the Team Manager.

Person Specification

Throughout the recruitment process you will need to evidence the essential requirements within this person specification.

	Essential/ Desirable	Assessment
Qualification Diploma in Social Work	Essential	CV Certificate
Experience/Knowledge Procedure and legal framework	Desirable	Exercise References Interview
Experience of working with children	Desirable	CV
Application of theoretical models and relevant research	Desirable	Written exercise
Good practice	Essential	Interview
Working in a Local Authority setting	Desirable	CV
Practice skills and abilities Assess the needs of children and young people	Essential	Telephone interview Interview References
Plan, implement and review strategies to meet the needs of children and young people	Essential	Telephone interview Written exercise Interview
Undertake Direct Work with Children and Young People	Essential	CV Interview References
Work with parents, families, carers and networks to achieve optimal outcomes for children and young people	Essential	References
Contribute to development of Service Policy	Desirable	Telephone interview Interview References

Ability to use IT appropriately	Desirable	Telephone interview Interview
Ability to identify risk to self and others and take appropriate action to rectify	Desirable	Interview References Telephone interview
Ability to identify the impact of power and work to develop anti-oppressive and anti-discriminatory practices	Essential	Interview
Ability to sustain appropriate relationships and manage personal and professional boundaries, particularly with children and young people	Essential	References
Ability to work with service users and particularly children and young people whose behaviour may be challenging/undermining	Essential	Interview References
Personal skills Ability to:		
Manage own time effectively and meet deadlines	Essential	Interview References
Prioritise and manage caseloads	Essential	Interview Exercise References
Promote anti-discriminatory practice	Essential	Interview References
Evaluate and develop own practice	Essential	Interview References
Communicate effectively with a range of people	Essential	Interview Exercise References

Present ideas credibly and with conviction	Essential	Interview Exercise References
Work as a member of a team	Essential	Interview References
Listen, respect and be sensitive to the needs of children, young people and service users.	Essential	References
Motivate self and others	Essential	Interview References
Communicate in an open and effective manner; be assertive and convey clear expectations	Essential	References
Reflect and learn from own behaviour, identifying impact of actions on others	Essential	Interview
Use feedback to develop own practice	Essential	Interview References
Ability to travel to meet the demands of the job	Essential	Telephone interview

Seek to develop Senior Social Work competencies.