# DARLINGTON BOROUGH COUNCIL

**CHILDREN AND ADULT SERVICES**

**JOB DESCRIPTION**

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| **POST TITLE :** | **THERAPEUTIC SOCIAL WORKER** |
| **GRADE :**  **JOB EVALUATION NO.** | **Grade P**  Subject to progression scheme in operation within the Council  Grade P – E3333 |
| **REPORTING RELATIONSHIP** | **SERVICE MANAGER/TEAM MANAGER** |
| **JOB PURPOSE :** | The role of the Therapeutic Social Worker is to provide 1-1 sessions and therapeutic interventions to young people who are either Looked After, adopted, or who are experiencing emotional and behavioural difficulties or have been abused or traumatised.  The Therapeutic Social Worker Service undertakes a range of assessments and will provide appropriate evidence- based interventions using a range of therapeutic approaches to best meet the identified needs of children and young people: for example Family Therapy, Cognitive Behaviour Therapy, Play Therapy and Solution Focussed Therapy.  The Therapeutic Social Workers provide consultation and advice to parents, Foster Carers, SGO carers, and prospective adopters and adopters. They also provide guidance to colleagues in a range of settings, including Childrens Social Workers and Residential Care Staff.  The level of intervention is dependent upon the needs of the child and is regularly reviewed to ensure appropriate focus. The impact of the interventions is measured using several different tools including, but, not limited to Strengths and Difficulties Questionnaire (SDQ) and Children’s Global Assessment Scale (CGAS)  The aims of the Therapeutic Social Worker is to :   * Improve outcome in terms of the emotional health and wellbeing of children who are looked after * Ensure timely identification of emotional difficulties. * Increase the skills, knowledge & confidence of staff in Children’s Homes, foster carers, prospective and current adopters. SGO carers, Social Workers, other social care staff and partner agencies to assist them to meet the needs of children who have emotional and behavioural difficulties. * Enhance placement stability in residential, fostering and adoptive placements. * Contribute to a reduction in external /out of area LAC placements by focussing support on in-house placements.   The posts are located within the Looked After and Leaving Care Service Provision. The Therapeutic Social Workers do not have direct line management responsibility for staff.  Prospective candidates will need to have an excellent knowledge of Social Work intervention and therapeutic approaches, relevant legislation, national policy and initiatives, in addition to a wide range of skills, knowledge and experience of working with children, their families and partner agencies to deliver quality interventions. Successful candidates will need to be able to work independently as Therapeutic Social Workers, so will need to be able to be experienced in this specialist field. Clinical supervision will be provided.    . |
| **PDR COMPETENCY FRAMEWORK** | Level 1, Expected Competencies for all employees |

**MAIN DUTIES/RESPONSIBILITIES**

**Post holders working to this job description may undertake many of the following main duties and responsibilities, (but not necessarily all of them).**

1. Safeguard and promote the health and well-being of children and young people and support their families and carers by working with cases appropriate to their experience, skills and knowledge;
2. Assess needs thoroughly and to a good standard, analysing risk and help developing integrated multi-agency safeguarding plans in line with Working Together 2015;
3. Professionally manage risk to children, young people, families, carers, self and others;
4. Involve children (age appropriate in a child-centred way), young people, families, carers, groups and partner agencies in all meetings, which may affect them and listen actively to what they have to say. Signposting for advocacy support if needed or wanted;
5. Give children (age appropriate in a child-centred way), young people, families, carers, groups and partner agencies sufficient time to work with the plan properly;
6. Continually re-assess cases in relation to risk and refer to the Team Manager for direction as required;
7. Respect confidentiality and explain when there is a need to share information with others;
8. Recognise the expertise of individuals, children, families, carers, groups, individuals and partner agencies about their own circumstances, position and have regard for their wishes and feelings;
9. Maintain professional standards of contact with children, young people, parents/carers, families, other professionals and voluntary agencies;
10. Introduce individuals, children (age appropriate in a child-centres way), young people, families, carers, groups and partner agencies to support groups and networks and support them in extending their environment;
11. Be accountable to children, young people, families, carers, groups and partner agencies for their practice;
12. Manage, develop and take responsibility through supervision for own social work practice;
13. Mentor, coach and support other staff, including involvement in induction programmes and initial training;
14. Lead on specific projects as required;
15. Work independently e.g. to attend case conferences and court without Line Management presence;
16. Explain role and purpose of involvement, the powers available to you, including legal powers, in a way that can be understood by all involved. Give information to children, young people, families, carers, groups, individuals and partner agencies about their rights and entitlements e.g. legal representation.
17. Keep children (age appropriate in a child centred way), young people, families, carers, groups, individuals and partner agencies updated about what steps you are going to take.
18. Inform children, young people, families, carers, groups and partner agencies about what is available, beyond their own resources or the brief of their organisations. Signpost or refer individuals to groups and partner agencies to access available Universal or Targeted Services and/or Benefits;
19. Build honest relationships based on clear communication and make sure all involved understand what will happen with the information children, young people, families, carers, groups and partner agencies give to a social worker.
20. Play an active role with colleagues in peer group supervision and role development.
21. Develop relationships with colleagues in own and other departments and external agencies in order to gather information relevant to assessment and support planning activities and ensure effective partnership working takes place promoting positive outcomes for individuals.
22. Maintain and update case notes and other records, write reports as required; if required, give evidence in court in relation to care proceedings.
23. Participate in programmes of training and associated work experience for social work progression.
24. This post has a high level of contact with, and responsibility for children
25. To safeguard and promote the welfare of children for whom you have responsibility, or with whom you come into contact, to include adhering to all specified procedures.
26. Ensure that you work in line with all the Council’s policies and procedures and ensure that you are aware of your obligations under these.
27. Behave according to the Employees’ Code of Conduct and ensure that you are aware of your obligations and responsibilities re. conflicts of interest, gifts, hospitality and other matters covered by the Code.
28. Carry out your role in line with the Council’s Equality agenda.
29. To comply with health and safety policies, organisational statements and procedures, report any incidents / accidents/ hazards and take a pro-active approach to health and safety matters in order to protect yourself and others.
30. Any other duties of a similar nature related to this post that may be required from time-to-time.

***The successful applicant will be subject to relevant vetting checks, including a satisfactory enhanced disclosure before an offer of appointment is confirmed. Following appointment the employee will be subject to rechecking as required from time to time by the authority***

Darlington Borough Council and schools within the Borough are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

This post is deemed to be a ‘Customer Facing’ role in line with the definition of the Code of Practice on the English language requirement for public sector workers.

Date: revised April 2018 **Error! Reference source not found.**

**DARLINGTON BOROUGH COUNCIL**

**THERAPEUTIC SOCIAL WORKER (EXPERIENCED – GRADE P)**

**CHILDREN AND ADULTS SERVICES**

**POST NO. VARIOUS**

All appointments are subject to satisfactory references.

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| **Criteria No.** | **Attribute** | **Essential**  **(E)** | **Desirable**  **(D)** |
|  | **Qualifications & Education** |  |  |
| **1** | Professional Social Work Qualification (e.g. Degree, DipSW, CQSQ or CSS as relevant) | **E** |  |
| **2** | Evidence of CPD in core areas of practice which reflect the needs of clients | **E** |  |
| **2a** | Evidence of detailed knowledge in a specialist field (depending on interest and service needs) and demonstrable ability to contribute to the development of practice and policy in the specialist field. | **E** |  |
|  | **Experience & Knowledge** |  |  |
| **3** | Approximately 3 years relevant post qualification experience of working with children, young people, families, carers and communities in Children’s Statutory Services, including Child Protection | **E** |  |
| **4** | Approximately 2 years’ experience of giving recommendations and advice to other Social Care teams and other similar settings | **E** |  |
| **5** | Knowledge and experience of undertaking assessments, support planning and purchasing, monitoring and review, report writing and court work | **E** |  |
| **6** | Working knowledge of the relevant current legislation such as Children Act 1989 and current Child Care legislation including Working Together 2015 | **E** |  |
| **7** | Approximately 2 years’ experience in working with Safeguarding Children in a statutory setting | **E** |  |
| **8** | Awareness of the single assessment process | **E** |  |
| **9** | Experience of chairing meetings and panels | **E** |  |
|  | **Skills** |  |  |
| **10** | To be IT literate, capable of using MS Work/ Excel and Office packages and use case management systems with confidence | **E** |  |
| **11** | Ability to communicate both orally and in writing to a wide range of audiences (including ability to write clear and concise reports and presentations) | **E** |  |
| **12** | Ability to form effective working relationships with users of the service, help to clarify and express their needs and contribute to service planning | **E** |  |
| **13** | Ability to monitor the understanding of others, develop approach and take corrective action if required | **E** |  |
| **14** | Ability to analyse and interpret information gathered during the assessment process | **E** |  |
| **15** | Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet strict deadlines | **E** |  |

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| **16** | Ability to regularly give advice and guidance, including demonstrating duties, instructing and checking the work of others | **E** |  |
| **17** | Demonstrable ability to undertake and manage expert and effective practice and caseloads in complex situations | **E** |  |
| **18** | Ability to use initiative and make decisions outside immediate policy and procedure, and without reference to manager | **E** |  |
|  | **Personal Attributes** |  |  |
| **19** | Demonstrate ability to work effectively in increasingly more complex situations | **E** |  |
| **20** | Ability to work closely with others and carry out effective joint assessments | **E** |  |
| **21** | Ability to use the opportunities at formal supervision effectively and work effectively as a team member | **E** |  |
| **22** | Ability to access reliable transport to carry out the travel requirements of the post | **E** |  |
| **23** | Flexible and responsive approach to working environment and arrangements and the ability to work outside of normal office hours | **E** |  |
|  | **Special Requirements** |  |  |
| **24** | Enhanced DBS check required and 3 yearly re-checking process will be undertaken | **E** |  |
| **25** | Suitability to work with children | **E** |  |
| **26** | Registered with the HCPC | **E** |  |
| **27** | Interest in working with children to promote their development and educational needs. | **E** |  |
| **28** | Ability to form and maintain appropriate relationships and personal boundaries with children. | **E** |  |
| **29** | Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline. | **E** |  |
| **30** | The ability to communicate at ease with customers and provide advice in accurate spoken English | **E** |  |