

Experienced Child and Family Social Work Practitioner

Grade J plus 5% recruitment and retention allowance

Group: Learning & Children
Service: Children & Families
Location: Civic Centre
Line Manager: 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 keep accurate and up-to-date records

6. To work within procedure and policy

7. Such other responsibilities allocated which are appropriate to the grade of the post.



Essential Knowledge, Experience, Skills & Qualifications

Knowledge of:

- 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

Qualifications:

- Recognised Social Work Qualification and PQ training
- HCPC registration
- Enhanced DBS clearance
- Current driving licence and access to a car, or means to mobility support

Experience of:

- 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

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
- 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:

- IT literate



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
Developing Teams and Individuals	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
Managing Performance	Effectively manages the performance of teams and individuals to ensure results are achieved
Personal Impact	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
Making things happen	Empowers people to initiate change. Supports innovative ideas and new ways of working