 <p>Stockton-on-Tees BOROUGH COUNCIL</p>	<p>JOB DESCRIPTION</p>
<p>Directorate: Children's Services</p>	<p>Service Area: Safeguarding and Looked After Children</p>
<p>JOB TITLE: Social Worker Disabled Children's Social Work Team</p>	
<p>GRADE: J-M</p>	
<p>REPORTING TO: Team Manager Disabled Children's Social Work Team</p>	
<p>1.</p>	<p>JOB SUMMARY:</p> <p>To provide social work support to children with disabilities and their families.</p> <p>To work in partnership with service users, colleagues in other agencies in the provision and development of a quality service and to promote the social model of disability.</p> <p>To carry out assessments and to devise and implement innovative service packages of support.</p>
<p>2.</p>	<p>MAIN RESPONSIBILITIES AND REQUIREMENTS</p>
<p>1.</p>	<p>To be committed to safeguarding the residents of Stockton. 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.</p>
<p>2.</p>	<p>To carry out Safeguarding assessments and assessments of need with individuals and their carers using a person-centred approach to identify eligible need in conjunction with appropriate staff from other teams and/or agencies (e.g. Police, Health, Education, etc) in accordance with agreed policies, procedures and guidelines. To ensure all assessments are of a high standard and conducted in accordance with national and local requirements.</p>
<p>3.</p>	<p>To formulate and create outcome focussed care plans and identify services from universal, targeted and specialist services as appropriate to meet assessed need with the focus on promoting independence and life skills in line with agreed policies, procedures and guidelines.</p>
<p>4.</p>	<p>To provide a social work service to individuals and families as the key worker providing advice and support.</p>
<p>5.</p>	<p>To ensure that individual professional standards are maintained, including full compliance with policy and procedural guidelines and accepting primary responsibility for the level and quality of casework recording.</p>
<p>6</p>	<p>To feed back to the team manager any problems in relation to the effective provisions of service and/or policies.</p>
<p>7</p>	<p>To work effectively within an integrated approach in which services from Health, Education and Social Care work closely together.</p>

8	To work closely and effectively with families and children and young people with disabilities.
9	To actively participate in and to chair meetings and produce quality written documents.
10	To work closely with the Voluntary and independent sector.
11	To take reasonable care of your own health and safety and cooperate with management, so far as is necessary, to enable compliance with the authority's health and safety rules and legislative requirements.
12	To enhance the departments image within the authority by promoting awareness of services and achievements.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.




PERSON SPECIFICATION

Job Title/Grade	Social Worker	J-M
Directorate / Service Area	Children's Services	
Post Ref:		

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<p>A recognised Social Work Qualification for e.g. Degree, DipSW or CQSW</p> <p>Registered with the HCPC</p>		Application form
Experience	<p>Working knowledge of relevant children's legislation the Children Act 1989, Carers and Disabled Children Act 2000, Equality Act 2010, and Working Together to Safeguard Children 2013 or Adult social care legislation Care Act 2014</p> <p>A working knowledge and experience of Child Protection and Court work</p> <p>Experience of developing care plans and implementing care packages</p>	<p>Experience of multi-agency key working</p> <p>Experience of working with disabled children and young people</p>	Application / Interview

<p>Knowledge & Skills</p>	<p>Knowledge of how key agencies work together in supporting disabled children and young people</p> <p>Effective interpersonal skills</p> <p>Proven ability to work in partnership with parents and carers</p> <p>Ability to communicate with children and young people with limited communication skills</p> <p>Proven assessment skills under the Framework of Assessment of Children in Need or Community Care assessments.</p>	<p>A general knowledge of the Governments current aims and initiatives in relation to Disabled Children, young people and their families.</p> <p>The potential to learn and develop new skills through experience and training</p>	<p>Application / Interview</p>
<p>Specific behaviours relevant to the post</p>	<p>Demonstrate the Council's Behaviours which underpin the Culture Statement.</p>	<p>Promote a social model of disability</p>	<p>Application / Interview</p>
<p>Other requirements</p>	<p>Positive enhanced DBS clearance</p>		

 Stockton-on-Tees BOROUGH COUNCIL	KNOWN RISKS FOR THIS ROLE
DIRECTORATE: Children's Services	SERVICE AREA: Disabled Childrens Team
JOB TITLE: Social Worker	
GRADE: J-M	
JOB LOCATION / BUILDING: Stirling House	
REPORTING TO: <i>Team Manager Disabled Childrens Team</i>	

The following are the known risks for this role as identified through a Risk Assessment. More than one risk may apply. Where there are no known risks this will be indicated.

Known Risks - which require Baseline Health Surveillance Screening before or at start of employment and ongoing health surveillance with Occupational Health		
Known Risk	Yes	No
Noise: Employee is likely to be regularly exposed to noise above the exposure action level. (Daily or weekly exposure of 85dB)		x
Vibration: Employee will be exposed to vibration above the daily Exposure Action Value (EAV) of 2.5m/s ² A(8) 9		x
Respiratory: Employee will be exposed to Hazardous Substances such as machine generated wood dust, mineral dust, solder flux, glues, resins, cutting oils, latex. (Those working with respiratory/skin irritants or sensitizers as defined by COSHH)		x

Known Risks which require a Medical Assessment with Occupational Health prior to starting employment and ongoing assessment during employment.		
Known Risk	Yes	No
HGV/LGV/Fork Lift Truck/Passenger Carrying Vehicle/Minibus (Group 2) Licence Drivers: Employee will be required to drive an HGV/LGV/FLT/PCV/Minibus.		x
Asbestos: Employee likely to be exposed to asbestos. Work with asbestos' includes: <ul style="list-style-type: none"> ○ Work which removes, repairs, or disturbs asbestos ○ Ancillary work (work associated with the main work of repair, including maintenance work on equipment) ○ Supervisory Work (work involving direct supervision over those removing, repairing, or disturbing asbestos) 		x

Known Risk	Yes	No
<p>Lead: Employee likely to be exposed to lead or lead based products (handling, processing, repairing, maintenance, storage, disposal)</p> <p>The lead must also be in a form in which it is likely to be:</p> <ul style="list-style-type: none"> ○ Inhaled, e.g., lead dust, fume or vapour. ○ Ingested, e.g., lead powder, dust, paint or paste; or ○ Absorbed through the skin, e.g., lead alkyls or lead naphthenate. <p>The regulations do not apply to work with materials or substances containing lead where, because of the nature of the work, lead cannot be inhaled, ingested, or absorbed.</p>		x
<p>Confined Spaces - Safety Critical: Employee will be required to work in a confined space where specialist equipment or breathing apparatus is needed.</p>		x
<p>Working at Heights - Safety Critical: Employee will be required to work at a height.</p>		x
<p>Blood-borne viruses: Employee is at risk of exposure to Blood-borne viruses e.g., needle stick injury, human bite, contact with human blood or other bodily fluids and sewerage.</p>		x

Other Known Risks		
Known Risk	Yes	No
<p>Council Vehicles or transport that does not require a Group 2 licence: Employee will be required to drive a Council vehicle or regularly transport service users/clients/pupils in their own vehicle as part of normal duties.</p>	x	
<p>Food Handlers: Employee will be preparing and handling food</p> <p><i>Food Handlers Questionnaire to be completed and sent to Occupational Health</i></p>		x
<p>Night Workers: Employee will be regularly working at night</p> <p><i>Optional Night Worker Questionnaire available</i></p>		x
<p>Lone Working (including Home Working): Employee will be required to work alone.</p>		x
<p>DSE Users: Employee will be required to use Display Screen Equipment (DSE)</p> <p><i>DSE Training and assessment should be completed on commencement – arranged by manager</i></p>		x
<p>Any Other: Please identify any other known risks associated with this job role.</p>		x

As the manager of this post, I declare that the details above are an accurate reflection of the risks associated with the post.

Signature of Manager: P Sanderson

Date: 10/10/23

For any queries related to this form, please refer to the Known Risk Managers Explanatory Notes, or email the Occupational Health Department: Occupational.Health@stockton.gov.uk