

Job Description

	For HR use only	Vacancy Ref No: DBS0620
Directorate	Children, Young People and Learning	
Service and Team	ROTH Team	
Post Title	Social Worker	
Grade	9/10	
Reports to	ROTH Coordinator	
Responsible for (employees / equivalent)		
Job Purpose		
<p>Section 42 of the Children and Social Work Act 2017, sets a professional standard by which Social Workers within Children's Social Care must demonstrate reflective of the particular expertise and specialisation of this field of Social Work practice. Qualified and registered children's Social Workers provide a statutory social work service to help and protect children and young people and to support their families/carers to care for them safely. With the advice, support and guidance of a Team Manager and/or Advanced Practitioners, they provide a comprehensive service to children and families in need, children subject to Child Protection Plans and children who are looked after by North Tyneside Council using the chosen model of practice Signs of Safety.</p> <p>The standards of practice are in line with the stringent expectations set forth by the BASW in the Professional Capabilities Framework and also by the Department for Education within the Post Qualification Improvement Standards Knowledge and Skills Statement.</p> <p>They develop an empathic understanding of the child's lived experience and are able to convey the views and feelings of the child through high quality practice skills in communicating with children, assessment, planning, implementation and review. They undertake training in and apply evidence-based practice to help the child overcome adverse experiences, leading to improved outcomes and a brighter future.</p> <p>They work collaboratively and positively with other practitioners and partner agencies, taking account of different professional perspectives, in order to develop an accurate understanding of the child's needs, risks and the resources available to support them. They understand what is expected of them, especially through practice quality standards for different aspects of the role. They demonstrate consistently good performance and engage positively in reflective supervision, case audit and annual appraisal, using performance management as a means of identifying and learning in</p>		

practice.

They are committed to professional development and ongoing learning in practice through active participation in the core curriculum, observations in supervision and other learning opportunities in order to enhance their professional status and expertise.

They act as representatives of the Service and the profession at all times, reflecting the requisite values and ethics in the way they work with children, young people and their families, as well as colleagues.

There is a clear and defined difference between our Grade 9 and 10 Social Work positions. Grade 9 status is offered to our Newly Qualified Social Workers, who will be supported to engage in and complete the Assessed and Supported Year of Employment. This programme is delivered in-house and is compliant with standards set by the Skills for Care Council. The ASYE programme offers structured additional support and development activities to Social Workers throughout the first year of qualified Social Work practice. NQSW's completing their ASYE programme will have structured assessment of their practice undertaken by their line manager at regular intervals with constructive feedback provided to support them in building a solid foundation of excellent Social Work practice. During their time within the ASYE programme NQSW's will have hold less complex caseloads and will benefit from protected development time as part of their working week. Grade 9 status is also awarded to new Social Workers to North Tyneside, who are less experienced and competent in statutory social care practice. These workers will again hold cases with lesser levels of complexity and will be offered bespoke professional development plans to progress their social work career, with the goal of supporting them to demonstrate the competencies required to achieve Grade 10 status.

Grade 10 status will be awarded to our Social Workers who have already demonstrated significant experience and competence in social care practice. They will assist Team Managers and Advanced Practitioners within their teams to role model high standards of practice with children and families. They will be contributing to an ethos within the service where staff are motivated and supported to be ambitious on behalf of children and their families. They will be responsible for the more complex caseloads, including court proceedings and be expected to have increased autonomy in their practice, whilst still benefiting from advice, support and guidance from their Team Managers and Advanced Practitioners. There is a requirement that Grade 10 Social Worker will have successfully completed additional post qualification coursework and be able to evidence their practice is at this higher level via interview or internal progression panel for current staff wishing to move from Grade 9 to 10. Grade 10 Social Workers will also support the practice of unqualified staff and less experienced staff through advice and guidance. Grade 10 Social Workers will support student and trainee social workers on placement across the service and will be offered the opportunity to achieve their Practice Education qualification.

Job Content

- Manage a statutory caseload relevant to skills and experience in negotiation with the Team Manager.
- Provide assessment and intervention to vulnerable children and families within the remit of the Children Act 1989, including Child In Need of support and intervention to ensure their needs are fully met, Children who are suffering or are likely to suffer significant harm or Children who require care and accommodation provide by the Local Authority. This may include children who require immediate protection whilst further assessment is undertaken.
- Ability to undertake duties in a timely way, in accordance with statutory frameworks provided in Working Together to Safeguard Children 2018. This may include urgent action where a child is in need of immediate protection.
- Knowledge of, and the ability to apply in practice, the principles of childcare legislation and statutory guidance relating to child protection, looked after children and the provision of services to children in need.
- Ability to manage and prioritise a varied workload, to work under pressure with competing demands and to make use of supervision and work as a member of a team.
- Ability to undertake high quality assessments, which are child-centred involving both children and their families to capture their voice and lived experience, focused on the outcomes for children, are holistic in approach identifying both strengths and difficulties, are multi-agency and multi-disciplinary and lead to action and the provision of services to address the identified needs.
- Support clear safety planning which is done in collaboration with families as well as build networks that are sustainable beyond statutory involvement. Use our model of practice which is Signs of Safety and the supporting tools which allow for the voice of the child to be clearly detailed and focussed within our work. Build on the strengths of the family and ultimately reach good outcomes for children and families within North Tyneside.
- Skills in continuously assessing the needs of children and young people, in the co-production and development of safety plans and service provision.
- Ability to analyse worries in child protection and to safety plan appropriately with

interventions to safeguard children and young people. Working within the statutory timescales for completing such assessments outlined within Working Together to Safeguard Children 2018.

- A knowledge and understanding of the developmental needs of children and young people within the context of their family and other social relationships.
- Ability to understand and work with a variety of family relationship dynamics as well as the family networks.
- Knowledge of, and skills in, promoting positive change in accordance with assessed need. Including working directly with children and young people at times of change, separation and loss.
- To be confident in their ability to continuously develop skills in communicating with children and their families. Ensuring that the voice of children and their families are heard, and plans reflect their opinion and views. Equally as important is to be skilled in providing evidence of this communication and the impact the plan has on the family.
- To contribute to the development and promotion of services for children ensuring that their views shape future services for the children and young people
- To promote high standards of professional practice through monitoring, reviewing and evaluation of interventions that will improve the quality of the outcomes for children and families.
- Verbal and written communication skills, to include an ability to provide good quality written reports for conferences, reviews and Court proceedings that are child focussed and timely.
- To establish and promote effective working relationships with external partners, agencies and other sections of Children, Young People & Learning that will improve practice and outcomes for individuals and families.
- To maintain an up to date knowledge of social work practice which will include undertaking the necessary post qualifying awards, participating in training, supervision, group supervision and team meetings.

Climate Change Values and Behaviours

We strive to reduce the carbon footprint of our services by using less energy in our buildings, travelling less in our vehicles and increasing our recycling.

We encourage innovation and the generation of new ideas in the way we do things, including increasing the environmental sustainability of our services.

Equality, Diversity and Inclusion Values and Behaviours

We treat all our colleagues, residents and service users with dignity and respect. We embrace and value people's differences. We act as allies, educating ourselves, empowering others and tackling discrimination.

Special Requirements of Post

Working Conditions	None
Working Requirements and Arrangements	37 hour week
Physical Requirements e.g. driving, lifting, and handling	none
DBS and Safeguarding Checks required	Enhanced DBS
Responsibility for Safeguarding or extent of contact with children, young people and/or adults at risk of harm.	The role is a statutory Safeguarding role
Politically Restricted	No

Person Specification

Job Criteria			
Factor	Essential	Desirable	Assessment method
Knowledge	An accurate understanding of the role, function, statutory duties and accountabilities of a local authority social worker with children and families.		Application Form/ Interview/ Assessment

	<p>A good understanding of the main risks to a child's welfare, development and safety, along with knowledge about how to reduce those risks.</p> <p>A sound knowledge of public childcare law and statutory guidance relating to children and young people.</p> <p>An applied understanding of equalities and diversity, including cultural competence.</p> <p>Clear understanding of ROTH and exploitation of children</p>		
<p>Qualifications and Training including Professional Registrations</p>	<p>Social Work Degree with relevant Social Work Qualification</p> <p>Current registration with Social Work England.</p>	<p>Post qualifying qualification in child and family social work</p>	<p>Application Form and Certificate</p>
<p>Skills & Experience</p>	<p>Demonstrable knowledge and practice skills in working effectively with vulnerable children, young people and their families.</p>	<p>Experience of working within the Signs of Safety model</p>	<p>Application Form/ Interview/ Assessment</p>

	<p>Ability to engage positively with children, young people and their families, gaining their trust and confidence.</p> <p>Ability to engage positively with children, young people and their families, gaining their trust and confidence.</p> <p>Ability to communicate effectively and to write coherent reports, including reports for statutory Panels and Court.</p> <p>Ability to work collaboratively with other professionals and agencies, respecting their perspectives and incorporating their views in understanding the child's needs.</p> <p>Ability to facilitate multi-disciplinary groups, including professionals meetings and core groups</p> <p>Ability to represent the Service and Council effectively in a range of multi-professional settings, including Child Protection</p>		
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	Conferences and Child in Care Reviews and the Family Courts.		
Our Values	We Listen, We Care, We Are Ambitious, We Are Good Value for Money		
Special requirements			
Factor	Essential		Assessment method
Occupational Requirements under the Equality Act 2010			
Factor	Desirable		Assessment method

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT, and insurance documentation.