

Job Description

Post title	Social Worker / Senior Social Worker
Job Evaluation	A5140 / A5844
Grade	Grade 9 Social Worker Pre-Progression Grade 11 Senior Social Worker Post-Progression
Service	Children and Young Peoples Services
Service area	Children's Social Care
Reporting to	The postholder will be accountable to the Team Manager within Childrens Services
Location	An approved team location, but you may be required to work at any Council workplace within County Durham
Disclosure and Barring Service (DBS)	This post is subject to an Enhanced Disclosure
Flexitime	This post is eligible for flexitime
Politically restricted	This post is not designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State

Description of role

Social workers in Children's Services work with our most vulnerable children, young people and families. Their expertise supports families, helps keep children safe and enables them both to thrive.

Duties and Responsibilities

Listed below are the expectations of a social worker in Children's Services. These link to the Knowledge and Skills Statement for Child and Family Social Work.

- Communicate clearly and sensitively, building effective relationships with children, young people and families and other professionals. Listen to their views and enable their full participation in assessment, planning, and review.
- Build and maintain high quality and appropriate professional relationships with children, young people and families to enable positive change to take place. Support children, young people and families even they are angry, hostile and resistant to change. Manage tensions between parents, carers and family members, in ways that show persistence, determination and professional confidence.
- Promote optimal child development and be alert to signs that may indicate that the child is not meeting key developmental milestones, has been harmed or is at risk of harm.
- Identify the impact of adult mental ill health, substance misuse, domestic abuse, physical ill health and disability on family functioning, social circumstances and child development.
- Carry out in-depth and ongoing family assessment of social need and risk to children, with particular emphasis on parental capacity and capability to change. Ensure that the voice of the child is heard, and that families and partner agencies contribute in a meaningful way to the assessment.

- Make realistic, child centred, plans within a review timeline, which will manage and reduce identified risks and meet the needs of the child. Ensure that children, young people and families, and partner agencies participate fully.
- Produce well argued, focused, and jargon free case notes, plans and reports e.g. single assessments and court reports. Present a clear analysis and a sound rationale for actions and conclusions.
- Evaluate and review the development and progress of children, young people and their families against the agreed plan, monitor their changing needs and evaluate impact. Amend plans as and when necessary.
- Social workers working in Child Protection and Disability services, Families First and Looked After Services will also lead the investigation of allegations of significant harm to children in consultation with other professionals and practice supervisors.
- Use the law, regulatory and statutory guidance to inform practice decisions. Make use of the best evidence from research to inform the complex judgements and decisions needed to support families and protect children.
- Be accountable for, and review own practice using supervision and reflective practice. Seek advice from a range of sources. Discuss, debate, reflect upon and test hypotheses.
- Maintain personal and professional credibility through effective working relationships with peers, managers and leaders both within the profession, throughout multi-agency partnerships and public bodies, including the family courts.
- Participate in developments to improve the quality of the service and improve outcomes for children, young people and families.
- Share learning with colleagues by mentoring, coaching, and reflective discussion.
- Maintain registration with Social Work England and adhere to the Social Work England standards of conduct, performance and ethics, and standards for continuing professional development.

Note: The postholder will be required to work flexibly to meet the needs of children, young people and their families which may include the need for some weekend working.

Organisational Responsibilities

Values and behaviours

To demonstrate and be a role model for the council's values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

Smarter working, transformation, and design principles

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

Communication

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

Health, Safety and Wellbeing

To take responsibility for health, safety, and wellbeing in accordance with the council's Health and Safety policy and procedures.

Equality and diversity

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

Confidentiality

To work in a way that does not divulge personal and/or confidential information and follow the council's policies and procedures in relation to data protection and security of information.

Climate Change

To contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities during the course of your work, wherever possible.

Performance management

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council's Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

Quality assurance (for applicable posts)

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

Management and leadership (for applicable posts)

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council's values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

Financial management (for applicable posts)

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.

Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree in social work or equivalent social work qualification, e.g. Post Graduate Diploma in Social Work (PDDipSW) Certificate of Qualification in Social Work (CQSW), Diploma in Social Work (DipSW), Certificate in Social Services (CSS) • Current Social Work England Registration • Successful completion of the Assessed and Supported Year in Employment (ASYE) 	<ul style="list-style-type: none"> • Post qualification modules in social work e.g. Practice Educator Award, Consolidation Module
Experience	<ul style="list-style-type: none"> • Building effective relationships with children, young people and families • Production of focused, and jargon free written case notes and reports, supported by clear analysis and a sound rationale for actions • Working effectively with professionals from a diverse range of organisations • Using initiative to organise own workload • Using policies and procedures in social work practice • Using IT to support effective working • Application of legislation and national standards relevant to the role 	<ul style="list-style-type: none"> • Care planning for children in need or in need of protection • Direct work with families who have complex and multiple needs • Using child observation skills, genograms, ecomaps, chronologies and other evidence-based tools to develop assessments • Solution focussed, strength based, motivational methods of direct work, assessment and intervention • Working in an integrated team
Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge of a range of social work theories relevant to the role • Knowledge of the main social care services and resources provided by the statutory, voluntary and independent sector • Recognise harm and the risk indicators of different forms of harm to children • Use the law, regulatory and statutory guidance to inform practice decisions • Undertake analysis and make realistic, child centred, plans within timescales which will manage and reduce identified risks and provide support which meets the needs of the child 	<ul style="list-style-type: none"> • Recent Government initiatives affecting social work • Ability to identify relevant research and apply to practice

	<ul style="list-style-type: none"> • Ability to empower children, young people and their families in make long term positive changes for their future 	
Personal Qualities	<ul style="list-style-type: none"> • Persistence, determination and professional confidence • Commitment and enthusiasm to achieving positive long-term outcomes and promoting the welfare and safety of children and young people • Ability to recognise own professional limitations and know how and when to seek advice • Anti-discriminatory and anti-oppressive practice and non-judgemental stance • Able to work well under pressure • Ability to work flexible hours, including some evenings and weekends • Commitment to Continuous Professional Development 	