

Job Description

	For HR use only	Vacancy Ref No: DBS0738
Directorate	Children, Young People and Learning	
Service and Team	Children's Disability Team	
Post Title	Children's Disability Team Reviewing Support Worker	
Grade	Grade 7	
Reports to	Team Manager	
Responsible for (employees / equivalent)	N/A	
Job Purpose		
<p>With the advice, support and guidance of a Team Manager and/or Advanced Practitioner, the Children's Disability Team Support Worker will offer support and assistance to children with disabilities and their families, ensuring their needs are met and promoting their wellbeing and development. Alongside Social Workers who deliver a statutory social work service, they will provide interventions to help and protect children and young people and to support their families/carers to care for them safely and meet their needs. The Support Worker within the Children's Disability Team will hold a caseload of low-level cases. These will be families who have children with a disability, assessed as needing a package of support which is in place and who need no other ongoing support at the point of being allocated to the worker. If they identify that families' needs have change, then a social worker will be allocated to undertake a reassessment.</p> <p>They will be responsible for completing child in need reviews and implementing and adapting child in need plans accordingly. They will undertake direct work with disabled children, using a range of communication styles to ensure the voice of the child and their lived experience is at the centre of the involvement with the family. They will engage with parents, carers and other members of the family network to offer support and affect change in family circumstances. They will advocate and work in collaboration with professionals from other key agencies and community partners to ensure children and families have the resources and support they need to thrive. They will play a key role, working alongside a range of professionals, to support children and their families to achieve positive outcomes and support the transition from children to adult social care.</p>		
Job Content		
<ul style="list-style-type: none">• Work directly with children with disabilities and their families to provide practical and emotional support.• Provide families with advice, signposting to local services, support groups and resources.		

- Support children with disabilities to have their views heard, taking into consideration their communication needs and any necessary adjustments to ensure they play an active role in developing support plans.
- Contribute to the assessment of needs and development of appropriate support plans with clear objectives for children with disabilities.
- Provide family intervention support for children and families who have statutory social work involvement in conjunction with allocated social worker.
- Coordinate, chair and record child in need reviews for children with disabilities with low level needs, in line with practice standards and statutory guidelines.
- Identify resources to meet need, using a graduated approach. Taking into consideration the child's needs considering any possible risks and how the child can be supported and kept safe.
- Assist with implementing packages of support for children with disabilities and their families, including attending and completing forms to be presented at resource allocation panels.
- Monitor the progress of child in need plans, implementing changes to plans where necessary.
- Keep written records and produce reports, as requested, in accordance with departmental policies and procedures.
- Develop and maintain effective collaborative working with children with disabilities, their parents/carers, siblings and wider family network.
- Establish and promote effective working relationships with external partners, agencies and other services within Children, Young People & Learning that will improve practice and outcomes for disabled children and their families.
- Contribute to the assessment of risk, identifying any safeguarding concerns and work alongside the allocated social worker to implement safety plans.
- Contribute and attend Education, Health and Social Care review meetings, providing accurate social care information to be included in the EHCP.
- Play an active role in supporting the transition process of children with disabilities as they move from Children's Services to Adult Social Care.
- Ensure an up-to-date awareness of and compliance with the statutory requirements, departmental policies, inter-agency protocols, equality and diversity and other regulations and procedures in order to ensure statutory and Departmental requirements

are met.

- Be invested in your own professional development and the ongoing development of the service alike.

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	The post holder will be expected to away from the office working directly with children and their families.
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 within a statutory children's disability team.
Politically Restricted	No

Person Specification

Job Criteria			
Factor	Essential	Desirable	Assessment method
Knowledge	<p>Knowledge of effective practice in relation to engagement and working with children with disabilities, young people and families,</p> <p>Understanding of key legislation including the Children's Act 1989/2004 and statutory duties to safeguard children.</p> <p>Knowledge and understanding of equality and diversity and how this can impact upon children with disabilities.</p>	<p>An understanding of the role, function, statutory duties and accountabilities of Children's Social Care</p> <p>Knowledge of the local offer and support available. Knowledge of the 2014 SEND Code of Practice</p> <p>Knowledge of the Signs of Safety Model.</p> <p>Knowledge of person-centred planning, personal budgets and their implementation.</p>	Application Form/ Interview/ Assessment
Qualifications and Training including Professional Registrations	Minimum requirement of Level 3 qualification in Child Care, Health or Community/Youth work, education or equivalent.	<p>Educated to degree level.</p> <p>Specialist qualification / training in working with children with disabilities.</p>	Application Form and Certificate
Skills & Experience	Knowledge and practice skills in working effectively with vulnerable children, young people and their	<p>Skills in writing assessments and implementing plans.</p> <p>Experience of working</p>	Application Form/ Interview/ Assessment

	<p>families.</p> <p>Ability to engage positively with children, young people and their families, gaining their trust and confidence to achieve desired outcomes.</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 meetings/reviews.</p> <p>Able to use IT systems effectively to input data for recording, tracking and monitoring purposes.</p> <p>Highly organised, able to meet deadlines.</p> <p>Experience of working successfully with children, young people and families to achieve specific outcomes.</p> <p>Experience of working under pressure, managing</p>	<p>with disabled children.</p> <p>Experience of using alternative communication skills such as Makaton, PECS etc.</p>	
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	<p>competing priorities and tight deadlines.</p> <p>Experience of working in a multi-disciplinary environment supporting others but able to confidently challenge professional practice if required, on behalf of families.</p>		
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Our Values	We Listen, We Care, We Are Ambitious, We Are Good Value for Money
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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.