

Job Description

People Team use only

JE Code: A4669

Job title	Social Worker
Grade	Grade 9/10
Service and team	Social Work Assessment Team, Children's Social Care
Directorate	Children's Services
Line manager	Team Manager
People management responsibilities	None
Job Purpose	
Qualified and registered Social Workers in the Social Work Assessment Team 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, they provide a comprehensive service to children and families in need, children subject to Child Protection Plans and children in our care using the chosen model of practice Signs of Safety. The standards of practice are in line with the Professional Capabilities Framework and also the Post Qualification Improvement Standards Knowledge and Skills Statement. Grade 9 status is offered to our Newly Qualified Social Workers (NQSWs), 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. NQSWs 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 NQSWs will have hold less complex caseloads and will benefit from protected development time as part of their working week. Grade 10 status is offered to experienced Social Workers.	
What you'll be doing	

You will develop an empathic understanding of the child's lived experience and be able to convey the views and feelings of the child through high quality practice skills in communicating with children, assessment, planning, implementation and review. You will undertake training in and apply evidence-based practice to help the child overcome adverse experiences, leading to improved outcomes and a brighter future.

You will 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.

You will 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 practice.

You will

- 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.
- 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 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.
- To take personal responsibility for your own continuous professional development essential for the delivery of the high standard of service that the services users of North Tyneside should expect.
- To work as part of a busy team sharing experiences and knowledge to promote a good working culture.
- To act as duty officer when required on a rota basis.
- Flexibility to work outside of office hours when necessary to complete the duties of the post.
- To comply with all Council policy, procedures and guidance.
- Ability to demonstrate an understanding of why Customer care is important in employment and service delivery.
- Ability to demonstrate an understanding of, and commitment to the Council's Equal Opportunities Policy and its importance in employment and service delivery.

Other duties as appropriate to the grade of the post.

You need to have		How we will assess these
Knowledge	An accurate understanding of the role, function, statutory duties and accountabilities of a local authority social worker with children and families. A good understanding of the main risks to a child's welfare, development and safety, along with knowledge about how to reduce those risks.	Application Form/ Interview

	A sound knowledge of public childcare law and statutory guidance relating to children and young people. An applied understanding of equalities and diversity, including cultural competence.	
Qualifications, training and professional registrations	Social Work Degree with relevant Social Work Qualification Current registration with Social Work England.	Application Form/ Interview
Skills and experience	Demonstrable knowledge and practice skills in working effectively with vulnerable children, young people and their families. Ability to engage positively with children, young people and their families, gaining their trust and confidence. Ability to engage positively with children, young people and their families, gaining their trust and confidence. Ability to communicate effectively and to write coherent reports, including reports for statutory Panels and Court. Ability to work collaboratively with other professionals and agencies, respecting their perspectives and incorporating their views in understanding the child's needs. Ability to facilitate multi-disciplinary groups, including professionals' meetings and core groups Ability to represent the Service and Council effectively in a range of multi-professional settings, including Child Protection Conferences and Child in Care Reviews and the Family Courts.	Application Form/ Interview
It would be nice if you also have		How we will assess these
Knowledge	Signs of Safety practice model	Application/ Interview
Qualifications, training and professional registrations		

Skills and experience		
Other information about the job		
Working Conditions	Office and community-based work, including visiting families' home and community venues eg Schools	
Working Requirements and Arrangements	Flexible working	
Physical Requirements	Driving/travel on public transport for visits/meetings	
DBS and Safeguarding Checks required	Enhanced DBS	
Politically Restricted	This post is not politically restricted under the Local Government and Housing Act 1989.	
Please note: if you use your own vehicle for business, you must have a valid driving licence, MOT, and business use insurance.		

Our Values
We Listen We Care We Are Ambitious We Are Good Value for Money
Equality, Diversity and Inclusion
We treat our colleagues, residents and service users with dignity and respect, value differences, and challenge discrimination. We build inclusive teams and encourage diverse voices to shape our work.
Corporate Parenting
We all share responsibility for supporting children in our care – acting in their best interests as any parent would. This is known as corporate parenting and covers anyone working for the Local Authority no matter what their job role is. We promote safeguarding and report concerns appropriately.
Climate Change
We are reducing our carbon footprint by using less energy, travelling smarter, and recycling more. We welcome innovation that makes our services more sustainable.