

Social Worker

Grade 9

About the Service

In Staffordshire we want to improve the lives of all children and young people. We are using a whole system approach to enable children to be happy, healthy and safe. We are supporting families to stay together so that children can remain within a home environment wherever possible.

Our vision is to create one system, that places children and their families at the heart of all that we do. Where support is required for some families, access to this will be local. Accessible and make a difference and specialisms will work to enhance those offers.

Our Children's Social Care workforce is passionate and committed to improving outcomes for children in Staffordshire by providing a consistent, high-quality service to children and families, together with excellent working relationships with our partners and the support from a stable leadership and management team.

We are committed to a culture of shared learning and development in which everyone has a part to play to ensure that our services to children and families focusses on positive outcomes.

About the Role

As a social worker you will work within the framework of legislation, agreed council policies and procedures to work with or on behalf of children, young people and their families, to improve their wellbeing, and promote their independence.

A commitment is to be expected to be made by practitioners working as Social Workers within Staffordshire County Council to progress through their Early Career Framework.

Reporting Relationships

Responsible to: Team Manager

Responsible for: N/A

Key Accountabilities:

1. With a level of managerial support, assess the needs of children and young people who require social work services including the identification of risk and the need for protection.
2. Develop, co-ordinate and deliver multi-agency plans to meet assessed needs and to review these plans to ensure they continue to meet assessed needs.
3. Identify gaps in service provision to inform resource allocation and service development.
4. Engage other professionals, statutory and voluntary agencies in the delivery of services agreed following the assessment of need
5. Manage an allocated workload within a team setting (building a level of autonomy and increasing the complexity of work allocated as you progress through your Early Career Framework), complying with the statutory obligations and departmental policy and procedures. To ensure a high standard of service is provided by the Local Authority.
6. Maintain accurate and up to date records on the electronic management system at all times
7. Prepare for and participate in professional supervision sessions and staff meetings and make use of all available training and developmental opportunities
8. Contribute to the evaluation and development of services and new ideas by sharing knowledge about theory, skills and practice
9. Provide professional guidance to student social workers and apprentices

This role is a Hybrid Flexible Worker. This means that the role is able to utilise flexible and mobile working. Many services and customers span across the County and therefore you may be required to work at any location in Staffordshire.

Person Specification

Qualifications/Professional membership

- Recognised qualification in social work (Dip/SW, BA, MA Or equivalent)
- Social Work England Registration.
- Full UK driving licence
- Completion of your Assisted and Supported Year in Employment (ASYE) if you are post 1 year qualified in practice

Knowledge and Experience

- Working experience in the field of children's social work
- Knowledge of relevant legal frameworks – including Children's Act 1989, Children's Act 2004, Adoption Regulations, and minimum standards.
- Valuing Diversity and Equality
- Confidence in use of ICT systems

Skills

- Effective time management and organisational skills
- Ability to work effectively with service users and to understand the importance of relationships.
- Ability to manage an allocation of work as provided by your line manager
- Effective verbal and written communication skills to engage with a range of audiences
- Experience of interagency working
- Ability to adapt to organisational and national change

This post is designated as an Essential Car User

The content of this Job Description and Person Specification will be reviewed on a regular basis.