

Consultant Social Worker – Front Door

Grade 10

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Staffordshire's children's social care front door is underpinned by a number of key principles that include providing the right help at the right time that meets the child's needs and prevents needs escalating. Within Staffordshire's front door for Children's social care, our aim is to create an environment where families are supported from the onset to stay together safely and live well in their communities by building on their strengths and family and community networks. The aim of the Front Door for Staffordshire Children's social care is to create an environment where we 'Think Family' from the onset and how best to

meet the child's needs and promote their outcomes. These key principles drive our work for children and their families This is the right thing to do. Families tell us they do not want to be in statutory services and evidence says that lives are better when needs can be met early within the family or community. Our philosophy is around earliest help for the child and family.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as possible

Reporting Relationships

Responsible to: Team Manager

Responsible for: Provide coaching, mentoring and support for social workers and social work students and non- social work staff as and when required.

In line with the Children's Services front door model of working in Staffordshire, to carry out a range of social work interventions as advised and allocated by the Team Manager which includes providing consultation, assessment and understanding of the needs of children and young people in line with Think Family Principles. Embracing a restorative-based approach to practice and supporting others in the identification of children and young people's and family's needs. Supporting the Team Manager in the smooth operational aspect of the service

Key Accountabilities:

1. To carry out a range of social work tasks as allocated by the Team Manager, embracing a restorative approach to practice and, where assessed as safe, advise and support families to develop their own plans to maintain children within the support of family networks and professionals including voluntary and third sector organisations
2. Promote strength-based relationships in all aspect of work undertaken with staff, partners, colleagues and children and families.
3. Via the use of consultation, advice and assessment provide, support that enables families to find their own solutions promoting the use of Family Meetings and Family Group Conferences

4. Holding and managing more complex work, prioritising all work in accordance with the Directorate's policies and procedures, budgets and all relevant legislation.
5. Promoting, encouraging and ensuring that there is a focus upon quality of practice and achieving positive outcomes for children and families
6. Providing high quality and timely assessments and reports as necessary and as directed by the Team Manager. January 2020 JD/PS JD/PS template
7. Plan, carrying out and monitoring all activities required for individual children and families to ensure that outcomes for children are aspirational and where appropriate achieved in partnership with other relevant agencies underpinned by restorative practice principles.
8. Maintaining client records in line with the Directorate policies and procedures within the framework provided by the Integrated Children's System.
9. Developing and sustaining positive working relationships and partnerships which enable safe plans to be created which maintain children within their home environment
10. Participating in the development of new initiatives and policy across the Directorate as appropriate.
11. Always working within the professional ethics and disciplines of social work as described in the BASW code of ethics and the Social Work England Professional Guidance and standards
12. To support the Team Manager in the development of staff and the team including coaching and mentoring social workers, social work student and non- social work staff.
13. Undertake any other duties commensurable with the grade and post, including deputising in the absence of the Team Manager.
14. Flexibility to work at any other location across the district as and when required. Availability to work out of hours, evenings and weekends

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.




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

Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Qualifications/Professional membership • Professional Social Work qualification (DIP SW, CQSW, CSS) or other Social Work qualification where certified by Social Work England • Registration with Social Work England 	A/I
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Substantial post qualification experience • Experience of a wide range of aspects of the social work role including understanding and experience of safeguarding and child protection. • Experience of working with complexity of workloads • Understanding of key pieces of legislation in respect of children’s welfare, safeguarding, child in need, children in our care, care leavers and children with disability and SEND. • Sound knowledge of child development • Sound knowledge of family dynamic and the impact that this has on children lives. • Good understanding range of vulnerabilities that children and their families face and the impact of this. • Sound knowledge of the impact of illness and disability on children and their families. 	A/I
	<p>Skills</p> <ul style="list-style-type: none"> • An ability to undertake high quality timely assessment, planning, monitoring and review of individual children • An ability to develop relationships with children, their parents and other relevant carers and work restoratively to support families 	A/I

	<ul style="list-style-type: none"> • The ability to work as part of a team and to contribute to the development of services through a team approach • Skills in direct work with children and adults • Good communication skills at all levels • Ability to prioritise work and manage competing demands • Good recording and report writing skills • High standards of ICT literacy and skills and how embracing a digital world can open up opportunities to communicate and engage with families and young people in different ways • A flexible approach to undertaking the social work task A/I/ ALL January 2020 JD/PS JD/PS template • Commitment to high quality services for children and their families • Commitment to personal growth and development • Commitment and ability to demonstrate restorative approaches to working with Families and Children • Car Driver (suitable adjustments made in line with Disability Discrimination Act 1995) and Equalities Act 2010. • This post is designated as a casual car user 	
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Shared Services on 01905 947446**