

## Job title Intensive Support Worker Grade 7 (plus 2 increments for weekend working)

### **Our Vision**

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

### **Our Outcomes**

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

### **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, flourish and contribute to our ambitious plans. Our values are at the heart of 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**

The Service's function is to ensure that all Staffordshire's Looked After Children and Care Leavers achieve their full potential. The Service works in partnership with children, families and other professionals to promote resilience and

improved outcomes for children by providing and supporting non-stigmatising, stable placements and after care arrangements.

### **Disability Resources**

The Service's function is to provide a range of flexible short breaks to meet the needs of disabled children and their carers.

Short breaks take place during the day, evening, overnights, or weekends, and activities and can take place in the Resource Centre, Family Link, home or community setting.

Disability Resources work closely with disabled children, their parents and carers and a range of other professionals, including Independent Futures, to facilitate short break packages to provide a range of positive opportunities for disabled children and give parents and carers a break from their caring responsibilities.

### **Statement of Purpose:**

To carry out a range of social work tasks as allocated by the Team Manager/Senior Practitioner

### **Reporting Relationships**

**Responsible to: Senior Practitioner**

### **Key Accountabilities:**

1. To work with children, their families and carers to promote stability enabling children to stay safe.
2. To work with children, their families and carers to maintain positive relationships
3. To safeguard and promote individual young people's welfare and rights, providing good quality services which are free from oppressive features
4. To undertake flexible and imaginative approaches in offering support to children, their families and carers.

5. To work with children, their families and carers to promote good outcomes for children.
6. To take case responsibility for cases where there is not a requirement that this is held by a social worker
7. To undertake the completion of relevant assessments under the specific direction of a social worker/senior practitioner or Team manager
8. To participate in Planning Meetings and Reviews and all other relevant meetings
9. If required, on occasion give evidence in both civil and criminal Court proceedings.
10. To take responsibility for the accurate recording all of the work undertaken on the electronic case file
11. To participate in team meetings, supervision sessions and training where appropriate.
12. To work as a member of a team and communicate effectively with colleagues.
13. To use IT resources as required
14. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
15. To undertake any other duties commensurate with the grading of the post although suitable adjustments will be made in line with the Disability Discrimination Act.

### **Special Requirements**

To be a car driver and provide a car with appropriate insurance cover for use at work. (Suitable adjustments can be made in line with the Disability Discrimination Act)

To provide services to families and carers during evenings and week-ends on a rota basis

**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


| = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident  Scheme *	Criteria	Measured by
	<b>Qualifications/Professional membership</b> Minimum standard of NVQ 3 in respect of working with children and their families or equivalent.	A
	<p>Knowledge and Experience</p> <p>Experience</p> <p>2 years' experience of doing direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their families</p> <p>Experience in the use of IT</p> <p>Knowledge</p> <p>An understanding of child development and the effect of stress and trauma on child development and how to overcome the effects</p> <p>An understanding of the effect of disadvantage and discrimination on children, their families and carers, and how to minimise the effects</p> <p>A understanding of the necessity for and content of Safeguarding procedures</p> <p>An understanding of the key pieces of legislation which govern children's safeguarding and welfare</p> <p>An understanding of the work of other agencies</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

	<h2>Skills</h2> <p>This post is designated as an essential car user</p>	
	<p>Ability to effectively communicate with children, their families and carers and their families.</p> <p>Ability to maintain positive relationships with service users and other professionals</p> <p>Ability to effect change in difficult circumstances</p> <p>Ability to work as part of a team</p> <p>Ability to undertake assessments</p> <p>Ability to work effectively in conflict situations</p> <p>Ability to write accurate records and reports</p>	<p>A/I</p> <p>IA</p> <p>I</p> <p>IA</p> <p>I</p> <p>A/I</p> <p>A/I</p>



 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**