

# Social Worker - Advanced Grade 10

## **Our Vision**

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**

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 an advanced 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 well-being, and promote their independence.

### **Reporting Relationships**

**Responsible to: Team Manager**

**Responsible for: No line management responsibilities**

### **Key Accountabilities:**

- Assess the needs of children and young people who require social work services including the identification of risk and the need for protection.
- 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.
- Identify unmet needs and gaps in service provision to inform resource allocation and service development, influencing at local and regional levels.
- Engage other professionals, statutory and voluntary agencies in the delivery of services agreed following the assessment of need.
- Manage an allocated workload of increased complexity within a team setting with a level of autonomy, complying with the statutory obligations and departmental policy and procedures.
- Maintain accurate and up to date records on the electronic management system at all times.

- Prepare for and participate in professional supervision sessions and staff meetings and make use of all available training and developmental opportunities.
- Contribute to the evaluation and development of services and new ideas by sharing knowledge about theory, skills and practice with other Social Services staff, professional groups and interested bodies
- Provide professional support to newly qualified and less experienced social work staff to enable others to develop their knowledge and skills

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the Principal Responsibilities of the job.

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.

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
  	<b>Qualifications/Professional membership</b>  Recognised qualification in social work (Dip/SW, BA, MA Or equivalent)  Social Work England Registration  Full UK driving licence	A  A  A
    	<b>Knowledge and Experience</b>  Demonstrable post qualification experience  Demonstrable experience in the field of children’s social work – to include experience of working with children looked after and safeguarding  Knowledge of relevant legal frameworks – including Children’s Act 1989, Children’s Act 2004, Adoption Regulations, and minimum standards  Knowledge of and experience in the issues arising in assessment planning for children and young people and/or assessment of adopters / carers  Planning and delivery of support for children and their families, and/or carers  Experience in mentoring - formal or informal  Valuing Diversity and Equality  Knowledge of ICT systems	A, I  A, I  A, I  I  A, I  A, I  A, I
 	<b>Skills</b>  Effective time management and organisational skills  Ability to work effectively with service users and to understand the importance of relationships	I  I

    	<p>Ability to complete high quality, timely and accurate plans and assessments including confident and effective judgement about risk.</p> <p>Ability to take initiative and work autonomously</p> <p>Ability to manage your own workload</p> <p>Effective verbal and written communication skills to engage with a range of audiences</p> <p>Influential skills to identify and influence changes both locally and nationally and working with key stakeholders</p> <p>Proven interagency working experience and skills</p> <p>An ability to work restoratively with children and their families, colleagues, and partner agencies</p> <p>An awareness of stress management and ability to manage this positively</p> <p>Ability to adapt to organisational and national change positively</p>	<p>I</p> <p>I</p> <p>I</p> <p>A, I</p> <p>I</p> <p>A, I</p> <p>A, I</p> <p>I</p> <p>I</p>
   	<p><b>Other Information</b></p> <p>This post is designated as an essential car user</p> <p>Enhanced DBS [Plus Children's/ Adults Barred list]</p> <p>Self-motivation</p> <p>Enthusiasm</p> <p>Ability to work irregular and unsocial hours as required</p> <p>Ability to travel across Staffordshire</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>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  
 Talent & Resourcing Team 01785 278300