

Social Worker - Advanced Grade 10

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:

1. 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 unmet needs and gaps in service provision to inform resource allocation and service development, influencing at local and regional levels.
4. Engage other professionals, statutory and voluntary agencies in the delivery of services agreed following the assessment of need.
5. 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.
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 with other Social Services staff, professional groups and interested bodies
9. 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.

Person Specification

Qualifications/Professional membership

- Recognised qualification in social work (Dip/SW, BA, MA Or equivalent)
- Social Work England Registration
- Full UK driving licence

Knowledge and Experience

- 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 system

Skills

- Effective time management and organisational skills
- Ability to work effectively with service users and to understand the importance of relationships
Ability to complete high quality, timely and accurate plans and assessments including confident and effective judgement about risk.
- Ability to take initiative and work autonomously
- Ability to manage your own workload
- Effective verbal and written communication skills to engage with a range of audiences
- Influential skills to identify and influence changes both locally and nationally and working with key stakeholders
- Proven interagency working experience and skills
- An ability to work restoratively with children and their families, colleagues, and partner agencies
- An awareness of stress management and ability to manage this positively
- Self Motivated and enthusiastic

CFP



- Ability to adapt to organisational and national change positively

**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.**