

Social Worker Grade 9

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

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

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 we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

Reporting Relationships

Responsible to: Team Manager

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

Key Accountabilities:

To carry out a range of social worker interventions as allocated by the team manager which includes the assessment and management of risks to children and young people. Embracing a restorative approach to practice and where assessed as safe, support families to develop their own plans to keep children safe with the support of family networks and professionals

Key tasks of the role and service will include:

1. Holding and managing a workload of children and young people and prioritising all work in accordance with the Directorate's Policies and Procedures, standing orders, budgets and all relevant legislation.
2. Ensure as part of assessment and plans to support children, young people and their families that Family Group Conferences/Family Meetings are offered to all families as part of the work with them
3. Undertake direct work with children and their families and their carers which provides high support and high challenge and aims to support families to find solutions to their own challenges and one which embraces a family formulate plan as a safe alternative to the Local Authorities plan.

4. Ensuring that all work is completed within the stated timescales in accordance with both national and local policy.
5. Planning, carrying out and monitoring all activities required for individual children and families to ensure that the outcomes are achieved in conjunction with other agencies.
7. Undertaking regular reviews of individual children's and families situations and to use the outcome to formulate new arrangements and plans in conjunction with service users and other agencies.
8. Maintaining client records in line with Directorate policies and procedures within the framework provided by the Integrated Children's System in relation to recording information about children and families.
9. Participating in regular supervision or consultation with the Team Manager and ensuring that they are always made aware of significant issues in respect of children and families.
10. Providing high quality and timely assessments and reports in the agreed format for Court's, Child Protection Case Conferences, Statutory Reviews and any other forum as directed by the Team Manager.
11. Working in partnership with colleagues within the Directorate and also outside agencies in order to achieve outcomes for vulnerable children in their service area and where assessed as safe and appropriate support de-escalation of plans to facilitate reunification home with a package of support

10. Ensuring that work they are responsible for contributes to the achievement of all agreed performance targets at an individual, team and business. Supporting aspirations of both Families Communities and County Councils priorities for its communities/residents.

11. Participating in the formulation of new initiatives, and policy across the Directorate as appropriate

12. Demonstrate a commitment to commitment to ongoing continuous professional development in accordance with Social Work England professional practice standards.

13. Supervising and supporting the professional development of social work students and non social work qualified staff on the team when required

14. Developing good working relationships with other agencies and other colleagues in the Directorate and embrace initiatives which hold the risk and work alongside and with families to formulate safety plans to support maintaining children residing at home or effective rehabilitation back home in the future.

15. Any other duties commensurate with the grading and nature of the post although.

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
	Qualifications/Professional membership - Professional Social Work qualification or BA Social Work Qualification where certified by Social Work England - Registration with Social Work England - Have completed or willing to complete ASYE - Demonstrate a commitment to continuous professional development	A/I/T
	Knowledge and Experience - Relevant training and experience in social work interventions - Experience in a wide range of aspects of the social work role - Understanding of the key pieces of legislation in place in respect of children’s welfare and safeguarding , children in need, court and care planning, fostering and adoptions - A clear understanding of “Working Together to Safeguard Children” and “Care Matters” - Understanding of the structures and systems in place which provide the framework for undertaking all relevant duties - Understanding of the effects of problematic situations experienced by the children and families with whom we work - Sound knowledge of child development	A/I/T

	• Knowledge of family dynamics and effect on children's lives • Knowledge of the effects of disability and chronic illness on children and families	
	Skills • An ability to undertake high quality timely assessment, planning, monitoring and review of individual cases • An ability to involve children, their parents and other relevant carers in the processes outlined above • 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 and commitment to evidence based practice. • 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 • Ability to work in partnership with other agencies supporting children • in achieving the five Every Child Matters outcomes • Commitment to Equal Opportunities and anti-discriminatory practice. • A flexible approach to undertaking the social work task • 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	A/I/T

	This post is designated as an essential 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 Jobcentre 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**