

Social Worker Fostering Grade 9

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

Key Accountabilities:

1. To carry out a range of Social Work tasks as allocated by the Team Manager (or Team Co-ordinator in the absence of Team Manager).
2. Holding and managing a full caseload, prioritising all work in accordance with the Directorate's Policies and Procedures, standing orders, budgets and all relevant legislation.
3. Complying at all times with the policy and procedures of Families First in respect of all aspects of work.
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 they achieve their assessed outcomes.

6. 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.
7. Maintaining client records (electronic and paper) 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.
8. Participating in regular supervision or consultation with the Team Manager (Team Co-Ordinator) and ensuring that they are always made aware of significant issues in respect of children and families.
9. 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 (or Team Co ordinator).
10. Working in partnership with colleagues within the Directorate and also outside agencies in order to achieve identified outcomes for vulnerable children in their service area.
11. Ensuring that work they are responsible for contributes to the achievement of all agreed performance targets at an individual, team and divisional level.
12. Participating in the formulation of new initiatives, and policy across the Directorate as appropriate.
13. Attending and contributing to training courses as agreed with line management and to ensure personal development is maintained in accordance with the requirements of the Health Care Professionals Council.
14. Supervising and supporting the professional development of social work students and non social work qualified staff on the team when required.
15. Operating at all times within the professional ethics and disciplines of Social Work as described in the code of ethics and the Health Care Professionals Council codes of practice.
16. Developing good working relationships with other agencies and other colleagues in the Directorate.
17. Any other duties commensurate with the grading and nature of the post although.

Person Specification

Qualifications/Professional membership

- Professional Social Work qualification (DIP SW, CQSW, CSS) or other
- Registration with the Health Care Professionals Council
- To be working towards or completed AYSE.
- To be willing to work towards or gained the approved children and families practitioner status.

Knowledge and Experience

- Understanding of the key pieces of legislation in place in respect of children's welfare & safeguarding
- Understanding of "Assessment Framework"
- A clear understanding of "Working Together to Safeguard Children", "Care Matters" and "Care Planning Regulations"
- 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
- Knowledge of family dynamics and effect on children's lives
- Knowledge of the effects and disability and chronic illness on children and families
- Proven post qualification experience
- Relevant training and experience in safeguarding
- Experience in a wide range of aspects of the social work role

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
- Effective 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
- Car Driver (suitable adjustments made in line with Equality Act)
- Ability to work in partnerships with other agencies supporting children in achieving their identified outcomes

CFP



**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.**

Job ID: 82110025/G09/CAS

