

## Job purpose and person specification

<b>Job Title:</b>	Social Worker
<b>Service:</b>	Children and Families Services- Regional Adoption Agency
<b>Grade:</b>	P1
<b>Reports to:</b>	Team Manager/Consultant Social Worker

### Job Purpose:

Provide a high quality and effective social work service to respond to the needs of the children and their families in a timely manner and within statutory guidelines. Assess, need, plan and deliver focused intervention to safeguard children and promote positive outcomes.

### Principal Accountabilities:

#### Response to need

1. Provide professional leadership for complex case arrangements, in situations which involve, risk, complexity and safety of the service user and others. Identifying through assessment needs and strengths and source appropriate solutions and interventions.
2. Use analytical skills, interviews and observations to inform assessment, decision making and interventions to achieve desired outcomes within the context of managing risk to children.
3. Complete support planning with families by understanding the context of child development, parenting capacity and family and environmental factors to ensure that outcomes identified at assessment are met (within budgetary constraints) through the provision of support.
4. Take a professional lead on safeguarding issues where abuse or neglect is suspected.
5. Assess and balance risk and protective factors within a child protection framework.

6. To provide more specialist social work practice skills and knowledge to make independent decisions and support situations in which risk, ambiguity or complexity is greatest.
7. To ensure legislation is adhered to and challenge decisions where appropriate.
8. To act as the lead professional and ensure all matters in respect of child protection are dealt with promptly, effectively and in line with the child protection procedures and escalated as necessary.
9. To provide written and verbal child protection plans where appropriate along with reports appropriate for courts and other legal purposes, which are concise, informative and based on complex evidence to support problem solving and resolution.
10. Assess and manage risk, knowing how to intervene proportionately and ensuring people are protected from harm, whilst protecting their human rights.
11. Undertake a Navigator role within the MASH on a rotational basis and work as part of a dynamic multi-agency integrated team

#### **Partnership Working**

12. Represent Cambridgeshire County Council at a community level and by working jointly with key partner agencies to enable independence and source appropriate solutions for children and families
13. To contribute to the development of integrated services and policy and to promote new ways of developing service user care, taking account of resource constraints and national initiatives.
14. Share information about children with other agencies in order to safeguard them and promote their welfare as appropriate

#### **Professional Development**

15. Maintain and update knowledge regarding social policy and social work practice and be fully informed of organisational policy and procedures and relevant legislation.
16. To take a key role in promoting and developing service user empowerment, and recognise diversity and anti-discriminatory practice in all professional practice.
17. To take responsibility for own professional development and record CPD
18. Share knowledge and expertise with peers to support the development of a

confident and skilled workforce.

### **Professional Values, Behaviours and Standards**

19. Carry out duties in a timely and responsive manner, in line with HCPC Standards, the Professional Capability Framework and CCC's behaviours – working together, integrity, respect, excellence.
20. Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.
21. Is an ambassador for the profession internally and externally

### **Job Knowledge, Skills & Experience:**

#### **Minimum levels of qualifications and/or equivalent experience required for this job**

<b>Qualifications Required</b>	<b>Subject</b>	<b>Essential / desirable</b>
Degree level qualification – Social Care	Recognised Social Worker qualification Relevant specialist post qualifying and or post graduate training	Essential
	Current HCPC registration	Essential
	Actively undertake a specialist role eg Practice Educator or AMHP or agreement to undertake within the first year.	Essential
	Approved Mental Health Practitioner	Desirable
	Best Interest Assessor (BIA)	Desirable

#### **Minimum levels of knowledge, skills and experience required for this job**

Knowledge & understanding	Describe	Essential / describe
	Proven knowledge, experience and understanding of child development, parenting capacity, environmental factors and risk and protective factors.	Essential
	Proven previous experience of summarising, analysing and evaluating complex information	Essential
	Experience of social work with families	Essential
	Knowledge of relevant safeguarding legislation, statutory guidance and procedures.	Essential
	Knowledge of key children's agencies	Essential
	Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities	Essential
	Experience of identifying and assessing need, formulating and implementing effective social work intervention.	Essential

Skills	Describe	Essential / desirable
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	Ability to write concise reports and have excellent verbal communication skills	Essential
	Ability to create a rapport and build relationships with children/young people and their families	Essential
	Ability to prioritise tasks, manage own workload and be accountable for case work	Essential
	Able to work with a person centred, strengths based approach	Essential
	Ability to operate in a fast pace, changing environment	Essential
	Ability to actively support and promote Equal Opportunities	Essential
	To be able to thrive in a complex and demanding environment	Essential
	Excellent communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.	Essential
	Ability to formulate and implement effective social work interventions focused on outcomes	Essential
	Ability to lead and direct team members regarding professional practice and social work interventions	Essential
	Excellent IT skills and ability to use a variety of IT devices, systems and databases.	Essential
	Ability to work from a variety of locations and travel countywide.	Essential

Exerience	Describe	Essential / desirable
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	Experience of working as part of a multi-disciplinary team	Essential
	Experience of identifying and assessing need, formulating and implementing effective social work interventions	Essential
	Experience of using information management systems to produce good quality data in a variety of formats.	Essential
	Experience of negotiating to reach a resolution	Essential
	Experience of successfully effecting change	Essential
	Broad range of experience in multi-agency working	Essential