

## Job Title – Experienced Qualified Social Worker (Childrens)

### Evaluated Grade – PO3

#### Job Description

Job Purpose
<ul style="list-style-type: none"><li>The postholder is a skilled, effective practitioner acting with autonomy in their day to day practice, managing a complex and varied caseload. In doing so the postholder will lead on complex assessments and provide evidence as necessary in court proceedings.</li><li>The postholder requires in depth knowledge and skills in one or more fields of practice which have been developed through a formal post-qualifying training and development activity.</li><li>Ability to work autonomously as sole or lead practitioner in their respective team or service.</li><li>Established capability to integrate professional knowledge, the views of people using services and research/evaluation evidence routinely within their day to day practice.</li><li>Ability to demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk while promoting enablement and self-determination.</li><li>Develops their capability to integrate professional knowledge, the perspectives of people using services and research/evaluation evidence in their practice.</li><li>They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions, undertaking local peer audits of quality.</li><li>They consistently model good practice, setting expectations for others.</li><li>Knowledgeable in one or more specialist areas of practice and continuing to expand and consolidate knowledge to inform connections between specialisms and other settings or fields of practice.</li></ul>
Major Tasks
<ul style="list-style-type: none"><li>Communicate skillfully and confidently in complex or high-risk situations. To model and help others to develop excellent communication skills in diverse contexts.</li><li>Routinely and effectively applies critical reflection and analysis to increasingly complex cases.</li><li>Draw on a wide range of evidence sources to inform decision making.</li><li>Ensure hypotheses and options are reviewed to inform judgement and decision making.</li><li>Sustain and model engagement with people in fluctuating circumstances and capacities, including where there are negative responses, rejection of help, hostility and risk.</li><li>Gather information quickly and effectively so as to inform judgement for interventions including in crises, and in response to challenge, or in the absence of complete / sufficient information.</li><li>Demonstrate skilled use of a range of frameworks for assessment and intervention.</li></ul>

- Use assessment procedures discerningly to inform judgement.
- Undertake assessment and planning for safeguarding in more complex cases and help others with safeguarding skills.
- Contribute to the development of the organisational strategies and systems.
- Recognise and appropriately manage the authority inherent within the professional role.
- Anticipate, assess and manage risk, including in more complex cases, and support others to develop risk management skills.
- Inform, guide and model good practice in the application of understanding of identity, diversity and equality to practice; identifying and taking up issues when principles and legal requirements are contravened in my organisation or work setting.
- Model critically reflective practice and support others to recognise and challenge discrimination, identifying and taking professional action (individually or collectively) to challenge breaches and limitations in the ability of my own or others' organisations to advance equality and diversity and comply with the law.
- Demonstrate and model the effective and positive use of power and authority, whilst recognising and providing guidance to others to avoid oppressive practice.
- Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. Apply legal reasoning, using professional legal expertise and advice appropriately, recognising where scope for professional judgement exists.
- Understand the value of systemic approaches and how they can be used to work with a person or family in their environment, social context and relationships, and inform my practice and that of others.
- Applies comprehensive understanding of forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and application to practice.
- Demonstrate and apply a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working. Recognise the contribution and develop application of research and other evidence
  - (e.g. practice evidence and evidence from experts by experience) to inform and improve practice.
- Actively participate in reflective practice group meetings as required.
- Work to a range of legal options to support investigation and protection.
- Undertake preventative work with families in order to reduce the need for care or accommodation.
- Record information in a timely, respectful and accurate manner.
- Apply principles of human, civil rights and equalities legislation to practice, and manage competing rights, differing needs and perspectives.
- Recognise health and safety is a responsibility of every employee, take reasonable care of self and others and comply with the Telford and Wrekin Health and Safety policy and any service-specific procedures/rules that apply to this role.
- Keep up to date with contemporary issues in children's social work, including legislation and evidence-based practice, and use this to inform working practice.

- Work within scope of practice and identify when additional skills and experience are required to support the postholder's role in line with ASYE portfolio, HCPC Standards of Conduct, performance and ethics.
- Undertake other such duties and responsibilities commensurate with the grade that are not mentioned in this job description.

### **Contacts & Relationships**

- Offers expert opinion and professional advice both within the organisation and to others.
- Ability to establish a network of internal and external colleagues from whom to seek advice and expertise.
- Ability to network and liaise with a wider range of professionals and other colleagues, including at more senior or strategic levels.
- Value and take account of the expertise of service users, carers and professionals and seek their feedback on my practice/role.
- Build productive working relationships and communicate effectively. Using professional judgement, to employ appropriate interventions, promoting self-determination, support, protection and positive change.
- Communicate with compassion and authority in challenging situations, and demonstrate the ability to understand and work effectively with negative or rejecting responses.
- Use a range of methods to engage and communicate effectively with service users, eliciting the needs, wishes and feelings of all those involved, taking account of situations where these are not explicitly expressed.
- Share information consistently in ways that meet legal, ethical and agency requirements.
- Work effectively as a member of a team, demonstrating the ability to develop and maintain appropriate professional and inter-professional relationships, managing challenge and conflict with support.

### **Creativity**

- Routinely and effectively apply critical reflection and analysis to increasingly complex cases
- Draw on a wide range of evidence sources to inform decision making
- Ensure hypotheses and options are reviewed to inform judgement and decision making
- Demonstrate confidence and skills to provide professional opinion to social workers and other professionals.
- Apply and encourage in others use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible.
- Understand the value of systemic approaches and how they can be used to understand and work with children and families in their environment, social context and relationships.
- Write records and complex reports, for a variety of purposes with language suited to purpose and audience, using plain English and optimising use of information management systems.

- The postholder will also support peers to draft reports to support Court processes and applications in a range of contexts in safeguarding.

### Decisions

- Decisions will be taken within established policy and practice guidelines, , moving towards making the majority of decisions autonomously in day to day social work practice. The postholder will be required to make certain decisions in consultation with partner agencies, individuals and their carers.
- Ensure that professional decision making is considered and evidence based.
- Routinely and effectively apply critical reflection and analysis to increasingly complex cases, drawing on a wide range of evidence sources to inform decision making.
- Ensure hypotheses and options are reviewed to inform judgement and decision making.
- Demonstrate confidence and skills to provide professional opinion to social workers and other professionals.
- Apply and encourage in others use of imagination, creativity and curiosity in decision making and day to day practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible.
- Demonstrate clear communication of evidence-informed professional reasoning, judgements and decisions, to professional and non-professional audiences/stakeholders.
- Decision-making will relate to a range of issues such as safeguarding concerns, identification of specific legislation to inform social work practice and risk management.
- Recognition of when support and advice is needed, ability to seek out support and document advice provided.
- Ability to use authority appropriately in professional practice.

### Management & Supervision

- The postholder will have no direct supervision responsibilities. They will model good practice, setting expectations for others by participating in peer challenges and practice groups.
- They start to take responsibility and accountability for the practice of others e.g. mentoring newly qualified social workers and providing clinical supervision for more junior staff.
- Co-work specific cases as directed by Line Manager.
- Model and help others with appropriate information sharing.
- Model and help others to manage changing circumstances.
- Provide day to day advice and support in relation to social work practice to staff based within the team, as required, and in consultation with the Line Manager.
- Participate in day to day discussions in relation to social work practice with colleagues within the service.

### Supervision Received

- Monthly supervisions with Line Manager.
- Make proactive use of supervision to reflect critically on practice, exploring different approaches to work, supporting development across the nine capabilities and will understand the boundaries of professional accountability.
- Lead in reflective practice sessions to support practice within the team.

- Annual Professional Development appraisals will take place with Line Manager.

### **Complexity**

- The postholder will demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk which promote the values and practice standards of TWC Children's Services, using appropriate guidance and legislation to inform practice.
- The postholder will offer expert opinion within the organisation and to partner agencies.
- Undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality assessments, plans and reports.
- Expert at recognising complexity, multiple factors, changing circumstances and uncertainty in peoples lives and have the ability to prioritise interventions.
- Engage effectively with people in a range of complex situations.
- Gather information to inform judgement for interventions in more complex situations and in response to challenge or negative responses.
- Demonstrate understanding of and appropriate response to risk factors in professional practice.
- Provide guidance and challenge to others about applying the principles of social justice, social inclusion and equality to decision-making
- Demonstrate ability to interpret and use current legislation and guidance to protect and/or advance peoples rights and entitlements, balancing use of different legislation to achieve the best outcomes; support colleagues (both inside and outside the organisation) to do so
- Ability to communicate legislative issues to other professionals and agencies
- Model best practice in applying human and civil rights, providing support to others and challenge where required
- Support others to enable individuals to access opportunities that may enhance their economic status (e.g. education, work, housing, health services and welfare benefits)
- Promote access to independent advocacy, ensuring best practice and critical review, and contribute to the evaluation of independent advocacy through the Children's Services Participation Strategy and governance arrangements.
- Promote, and guide colleagues to support strengths, agency, hope and self-determination in people using services, carers, families and communities.
- Support them in raising their own challenges and finding solutions to inequality, social injustice and rights violations.

### **Resources**

- Recognise how the development of community resources, groups and networks enhance outcomes for individuals, and the role of social work in promoting this.
- Actively support, initiate and co-produce community groups and networks for the benefit of people using services, carers and families.
- Responsibility for processing personal sensitive information.
- Maintain accurate and timely recording on case management information systems;
- Use experience, knowledge and national drivers to influence change and innovation in practice.

- Responsibility within the care planning process to ensure that the resource invested for the family promotes the child's best interests. Where this is not the case, to ensure that other avenues are pursued.
- This role requires the responsibility for financial resources from the occasional direct handling of cash.
- There may be times when the post holder will be required to handle service users' personal possessions to facilitate the need to move a child or families from one setting to another.

### **Impact**

- Promote social work's purpose, practice and impact within the organisation, with colleagues including those of other disciplines, and more widely where appropriate.
- Ability to work within the organisational strategy and systems of Telford and Wrekin Council and to contribute to collective/collaborative professional priorities through leading or participating in purposeful social work forums and meetings within and/or outside of the organisation.
- Keep abreast of changing policy, political and professional contexts at local and national level, and take account of these in practice and within the workplace.
- Work effectively within the organisation, identifying and influencing relationships between the organisation's culture and procedures, the demands of practice and wider changes in the context of practice (e.g. changes in local communities and wider society) through representation on strategic forums within and outside of the children's directorate.
- Work to and explain the relevant legal structures in the organisation.
- Explore, identify and communicate to supervisors, leaders and managers how organisational practice can improve to support better social work practice and citizen outcomes.
- Keep abreast of changing roles and services in the organisation, recognise, value and engage with other specialist perspectives.
- Practice autonomously and confidently, working positively with others, drawing on and contributing to team working and collaborative support wherever possible and providing social work advice to support colleagues' practice.
- Take an active role in inter-professional and inter-agency work, building own network and collaborative working.
- This role will have an impact on the reputation of the Council and outcomes of social work interventions and statutory inspections.
- The role is crucial to the service achieving performance targets and best outcomes for children, young people and families.
- Demonstrate practice which seeks to reduce the number of children and young people entering into the local authority care system by promoting positive change for young people and their families, enabling more to remain or return home.
- Demonstrates a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them, and have a more specialised understanding of models and approaches most critical to work setting or role.

### **Physical Demands**

- A high proportion of the work requirement will involve computer activities such as managing emails, reading reports, writing reports, oversight of system case recording.
- Carrying appropriate equipment necessary to be a mobile worker.
- The postholder will be required to work across a number of locations both within and outside of the borough in line with the Council's mobile working policy.

#### **Working Environment**

- The post holder will be required to travel across the authority to work in multiple locations in order to support service delivery;
- Visit the placement / home of children, young people and families. This is generally lone working unless a risk assessment is undertaken which identifies the need for co-working arrangements.
- The postholder will have regular contact with individuals and/or carers and/or families, who will often be distressed or angry.
- Commute to out of area establishments for placement arrangements as necessary.
- Attend appropriate meetings.
- In the main, this post works in the environment equivalent to working in an office in terms of heat, ventilation and lighting.

#### **Emotional Context**

- The ability to work in high pressure and busy working environment.
- The postholder will regularly have contact with information which is highly sensitive and distressing, including information of a child protection nature.
- The postholder will need to manage the emotional strain arising for themselves and the service user in having to make decisions/recommendations concerning service users medium and long term future i.e. being taken into care, being made subject to a child protection plan etc.
- This postholder will need to make decisions involving high levels of risk concerning safeguarding for children and young people.
- The post will be required to offer substantial support to service users whereby statutory and legal actions are being undertaken e.g. court work to remove a child.

#### **Other**

The postholder will be expected carry out any other duties as are within the scope, spirit and purpose of the job, commensurate with the grade.

The postholder will be expected to actively follow Telford & Wrekin Council policies, including those such as Equal Opportunities, Human Resources, Information Security and Code of Conduct etc.

The postholder will be expected to maintain an awareness and observation of Fire and Health & Safety Regulations.

## Person Specification

Criteria	Standard
Qualifications	<ul style="list-style-type: none"> <li>• Social Worker (HCPC registered).</li> <li>• Commitment to continued professional development including post graduate qualifications such as Practice Educator Level 1 and Systemic Practice Level 1.</li> <li>• Evidence of continued professional and personal development a set out by the HCPC.</li> <li>• Work within the BASW Professional Capabilities Framework for Social Work in England.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Significant post qualifying experience in children's social care, including safeguarding children, assessment and support planning, and the implementation of interventions to improve outcomes for children and families within the borough.</li> <li>• Making decisions in respect of complex care issues with children and families from a range of cultural backgrounds.</li> <li>• Experience of consistently exceptional application of legislation and best practice within complex case work.</li> <li>• Significant experience of court processes and practice.</li> <li>• Development of strong networks with both internal and external colleagues.</li> <li>• Experience of dealing effectively with individuals and families in distress.</li> <li>• They are recognised by peers and colleagues from other professions as a source of reliable knowledge and advice.</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Comprehensive understanding and application of children's social work practice, and knowledge related to a specialist area of practice, including critical awareness of current issues and new evidence-informed practice research.</li> <li>• Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. To include Knowledge and Skills statements in children's social work.</li> <li>• Apply legal reasoning, using professional legal expertise and advice appropriately.</li> <li>• Ability to deliver comprehensive professional judgement and adherence to a high standard of ethical practice at all times.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• High level of oral and written communication skills including the ability to express complex concepts and information and communicate effectively with children, their families, professionals and others.</li> <li>• High level inter-personal skills, including the ability to develop effective working relationships, promote good customer care, influence, challenge, motivate and enable others.</li> </ul>

	<ul style="list-style-type: none"> <li>• Critically reflective practitioner able to make well-balanced professional decisions, working with children and families using a strengths based approach and able to demonstrate expert and effective practice in complex situations.</li> <li>• Analyse ethical dilemmas and decide and advise on appropriate ways forward.</li> <li>• Support others to analyse and reflect on their own practice.</li> <li>• Plan, organise and prioritise a demanding workload, in order to meet deadlines and maintain the delivery of multiple competing short and long term objectives.</li> <li>• Work as a member of a team and develop collaborative relationships.</li> <li>• Accept responsibility and work on own initiative.</li> <li>• Use information technology effectively, having necessary keyboard skills to use email and update computerised diaries and update and retrieve information from organisational record systems.</li> <li>• To use the issued mobile working equipment to carry out assessments.</li> <li>• Use experience and skills to influence decision making, providing rationale. .</li> </ul>
Personal style & behaviours	<ul style="list-style-type: none"> <li>• Demonstrate confident and critical application of professional ethical principles (using the Code of Ethics) to decision-making and practice, supporting others to do so using a legal and human rights framework.</li> <li>• Model and support others to reflect on and manage the influence and impact of own values on professional practice and the skilled use of self.</li> <li>• Promote service user and carer participation in developing service delivery.</li> <li>• Promote and advance wherever possible individual's rights to autonomy and self-determination, providing support, guidance and challenge to others to promote human and citizenship rights and entitlements</li> <li>• Demonstrate skills in the sensitive exploration of issues of confidentiality, privacy and information-sharing in complex or risky situations, offering support and guidance to colleagues in managing such dilemmas.</li> <li>• As a council employee you will be supported and expected to demonstrate the Council's Core Behaviours. Please note that these may be updated from time to time and are available on the Council's intranet pages.</li> <li>• Promote and protect the confidentiality and privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing. Be able to communicate confidentiality and privacy decisions effectively and compassionately.</li> </ul>

	<ul style="list-style-type: none"> <li>• Relates appropriately to vulnerable children and their families.</li> <li>• Has a partnership/holistic approach to problem solving.</li> <li>• Develops good relationships with others by behaving with integrity, treating people with respect and leading by example.</li> <li>• Committed to promoting diversity, equal opportunities and anti-discriminatory practice.</li> <li>• Willing to work flexibly with some evening and weekend work.</li> </ul>
Fluency Duty	<p>This post has been identified as a customer facing role and therefore the Council is required to fulfil their statutory duty under Part 7 of the Immigration Act 2016. As a public body the Council is obliged to ensure member of staff in such roles are able to have a command of spoken English which is sufficient to enable the effective performance of their role.</p> <p>The postholder:</p> <ul style="list-style-type: none"> <li>• Can understand a wide range of demanding, longer clauses, and recognize implicit meaning.</li> <li>• Can express ideas fluently and spontaneously without much obvious searching for expressions.</li> <li>• Can use language flexibly and effectively for social, academic and professional purposes.</li> <li>• Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organizational patterns, connectors and cohesive devices.</li> </ul>

We will ensure, so far as is reasonably practicable, that no disabled applicant is placed at a substantial disadvantage. This person specification includes what we believe are fully justifiable essential and desirable selection criteria. Provided that the selection criteria unconnected with the disability are met, we will make ALL reasonable adjustments in order that someone with a disability can undertake the duties involved.

Type of criminal records checks required for this post	Ticked as required
None	
Basic Disclosure	
Standard Disclosure	
Enhanced Disclosure	
Working with Adults - Regulated Activity	
Working with Children - Regulated Activity	

Information on types of criminal records checks is available at:

<https://www.gov.uk/disclosure-barring-service-check>