

**OLDHAM COUNCIL**

**JOB DESCRIPTION**



<b>Job Title:</b>	Social Worker Childrens Profile D		
<b>Directorate:</b>	People Services	<b>Division/Section:</b>	Childrens Social Care
<b>Grade:</b>	8	<b>JE Reference:</b>	SocD

**Job Purpose**

To provide high quality interventions for vulnerable children and young people which ensure their safety, and ensure they achieve improved outcomes.

To have a responsibility for a more complex and challenging caseload; to understand the journey and lived experiences of children and young people and to work with them to achieve identified outcomes.

To work alongside partner agencies to undertake various assessments, to co-produce and implement plans, and to lead on evaluating and assessing progress, to ensure the best possible outcomes for children, young people and their families.

To continue to develop professionally and be accountable for the delivery of excellent social work practice.

**Key Tasks**

To prepare for social work contact and involvement, understanding the journey of a child and their family.

To undertake the assessment of need and/or risk for children and young people and their families or carers, as well as assessing parental capacity to change; continually analysing the situation for children, young people and their families.

To co-produce, implement and review individualised plans for children and young people, to ensure their needs are being met, that they are safe from harm, and that they are able to achieve optimum outcomes. Taking a whole-family approach.

To work directly with children, young people, their families and carers, including Foster Carers; to understand their experiences and intervening to help them make things better in their lives.

To respond appropriately to safeguarding matters, following relevant policies and procedures where significant harm, or risk of significant harm is suspected.

To work in partnership with other agencies, to ensure the most appropriate and effective intervention for children, young people and their families.

To work with families pro-actively, exploring natural support networks for earliest possible permanency, contingency plans with a view to avoiding crisis; whilst responding to crisis situations should they occur, using appropriate legal intervention where necessary.

To ensure timely and accurate case file recordings, ensuring personal information is kept confidential

and treated respectfully. Following our practice standards to ensure every child receives excellent support.

To prepare for and contribute to meetings and decision-making forums, including Child Protection Case Conferences and Looked After Reviews; to chair meetings as appropriate, for example core group meetings, and care planning meetings.

To advocate on behalf of children, young people and their families, within the boundaries of corporate and directorate policies.

To prepare and provide information in the form of written reports, and data, as appropriate to their purpose.

To offer advice and guidance to less experienced employees regarding casework and the application of social work theories and models in practice including in the role of 'Subject Champion' for a designated topic, where trained in specialist assessments as part of continue professional development, and if designated as a buddy for a NQSW, or Practice Educator for a student.

To prepare for and participate in both informal and formal supervision sessions, including reflection, analysing own performance, identifying your own learning needs and ensuring sufficient commitment to professional development.

To adopt and embrace required changes and advances in working practices, including those which incorporate the use of ICT.

To inform managers of service deficiencies or issues interfering with delivering an efficient service and make suggestions for opportunities for improvement.

To embrace and participate in a culture of learning and development, taking responsibility for professional development and accessing training and development opportunities.

*In addition to the tasks above, Jobholders could be required to undertake any tasks, duties or responsibilities contained in lower-graded posts within the Social Worker profile family to ensure a comprehensive Service is delivered to Service Users, Carers and Families.*

### Standard Duties:

1. To actively promote the equalities and diversity agenda in the workplace and in service delivery.
2. To uphold and implement policies and procedures of the Council; including customer care, data protection, finance, ICT, safeguarding and health & safety policies.
3. To actively engage with the behaviours and values of the Council to promote and support our Co-operative Agenda.
4. To undertake continuous professional development and to be aware of new developments, legislation, initiatives, guidelines, policies and procedures as appropriate to the role.
5. Undertake any additional duties commensurate with the level of the post.

**Contacts:**

Service Users, Carers, Relatives, Guardians, colleagues within OMBC and the NHS, partnership agencies, legal professionals, teachers and the police.

**Relationship To Other Posts In The Department:**

**Responsible to:** Team Manager / Senior Practitioner

**Responsible for:** N/A

**Special Conditions:**

Enhanced DBS and update service.

Essential Car Allowance for drivers.

**Values and Behaviours:**

We have a clear set of values that outline how we do business. We share these Borough-wide with our residents, partners and businesses:

- **Fairness** - We will champion fairness and equality of opportunity and ensure working together brings mutual benefits and the greatest possible added value. We will enable everyone to be involved.
- **Openness** - We will be open and honest in our actions and communications. We will take decisions in a transparent way and at the most local level possible.
- **Responsibility** - We take responsibility for, and answer to our actions. We will encourage people to take responsibility for themselves and their actions. Mutual benefits go hand-in-hand with mutual obligations.
- **Working together** - We will work together and support each other in achieving common goals, making sure the environment is in place for self-help.
- **Accountability** - We recognise and act upon the impact of our actions on others and hold ourselves accountable to our stakeholders.
- **Respect** - We recognise and welcome different views and treat each other with dignity and respect.
- **Democracy** - We believe and act within the principles of democracy and promote these across the borough.

Internally we've translated these values into five Co-operative behaviours which outline the priority areas of focus for staff at all levels.

- Work with a Resident Focus
- Support Local Leaders
- Committed to the Borough
- Take Ownership and Drive Change
- Deliver High Performance

More information around our Values and Behaviours can be found on our Greater.Jobs pages.

	DATE	NAME	POST TITLE
Prepared			
Reviewed			
Reviewed			

**OLDHAM COUNCIL****PERSON SPECIFICATION****Oldham**  
Council**Job Title:** Social Worker Childrens Profile D

	<b>Selection criteria (Essential)</b>	<b>Selection criteria (Desirable)</b>	<b>How Assessed</b>
<b>Education &amp; Qualifications</b>	<p>A Social Work degree or an equivalent recognised Social Work Qualification, e.g. DipSW</p> <p>Registration with Social Work England.</p> <p>Post Qualifying Award, including ASYE completion and pass, and evidence of continued professional.</p>	<p>Practice Educator Award</p> <p>Specialist assessment qualifications e.g. Age assessments, AIMS assessments, Parent Assess.</p>	<p>Certificates (produce at Interview)</p>
<b>Experience</b>	<p>A minimum of 2 years post-qualified experience.</p> <p>Experience of undertaking factual, research informed and balanced assessments with children, young people, and their families/carers, where their situation may be complex and high risk. Including consideration to historical involvement and children's journeys.</p> <p>Experience of managing a complex caseload, under management supervision.</p> <p>Experience of co-producing, implementing, and evaluating plans for children and young people</p> <p>Experience of prioritising workload and maintaining accurate and sensitive case records.</p> <p>Experience of working with partner agencies to deliver planned interventions and share information to safeguard children and young people effectively.</p>	<p>Experience of collating and analysing information and writing reports appropriate to formal settings, e.g. Child and Family Court and internal panels.</p> <p>Experience of writing specialist assessments and presenting these as evidence.</p> <p>Experience of systemic practice.</p>	<p>Application Form/ Interview</p> <p>Application Form/Interview w</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p>
<b>Skills &amp;</b>	<p>Ability to present evidence and</p>		<p>Application</p>

<p><b>Abilities</b></p>	<p>briefings to formal settings, including Court and internal panels.</p> <p>Ability to negotiate with both internal and external services to source services for children, young people and their families and carers. Including presentation of evidence.</p> <p>Ability to develop effective relationships and evidence direct work which is effective as part of an intervention with a child, young person and their family or carers.</p> <p>Ability to analyse, to make decisions, plan and review effectively to achieve the correct outcomes for children and young people.</p> <p>Strong communication and interpersonal skills to develop trusted relationships and deal with conflict confidently, but sensitively. With both children and their families and our partner agencies.</p> <p>I.T. Skills to use Microsoft Office and the Council's electronic records management systems.</p>		<p>Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p>
<p><b>Knowledge</b></p>	<p>Detailed knowledge of the relevant legislation, safeguarding procedures, fostering regulations, codes of practice, national guidelines and Government initiatives connected with service delivery in the relevant field of social work.</p> <p>Ensure social work knowledge is kept updated through continuing professional development and contribute to the promotion of best social work practice.</p> <p>Knowledge and understanding of equalities and diversity issues in connection with delivering social work. Including power, privilege and oppression.</p> <p>In-depth knowledge of theories, research and topics which may relate to and affect children, young people and families you will be working with,</p>	<p>Knowledge of early permanency, UASC, sexually harmful behaviour and specialist assessments.</p> <p>Knowledge and understanding of Systemic Practice.</p>	<p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p>

	e.g neglect, domestic violence, sexual abuse.		
<b>Work Circumstances</b>	<p>Willingness and preparation to participate in supervision, appraisal, learning and training activities including undertaking additional qualifications.</p> <p>Able to understand and navigate the organisational and partnership context.</p> <p>Driving Licence or ability to travel independently across the Borough of Oldham</p> <p>Ability to work unsocial hours.</p>		<p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>To provide evidence at interview</p> <p>Application Form/ Interview</p>

**NB. - Any candidate that meets the criteria of our Guaranteed Assessment Scheme and meets the essential criteria will be guaranteed an interview. Our Guaranteed Assessment Scheme supports candidates with disabilities, those who are aged 24 or under and have previously been in or currently in care, and those whose last long term substantive employer was the Armed Forces.**