

OLDHAM COUNCIL

JOB DESCRIPTION



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

Job Purpose

To provide high quality interventions for vulnerable children and young people which enable them to feel safe and secure and to live their best lives.

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 the identified outcomes.

To work alongside partner agencies to undertake various assessments, to devise and implement plans, and to evaluate and assess progress, in order 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 devise, implement and review SMART 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.

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 in matters whereby abuse 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 contingency plans with a view to avoiding crisis; but 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.

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.

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

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

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

To ensure all relevant systems (e.g. Mosaic) are updated in a timely manner and information/outcomes are accurately recorded. To maintain a high standard of data quality on social care systems. To ensure all personal information is confidential.

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:

DBS required – Enhanced
Essential Car Allowance

Values and Behaviours:

By living our Values and Behaviours we will deliver the change we need to meet our Corporate ambitions for Oldham.

Our Values:

Proud

We take pride not only in what we deliver for the residents of Oldham but also in how we deliver it.

Ambitious

We recognise the challenges we face and are committed to setting high aspirations to overcome them, with determination and focus.

Together

We believe in shared solutions, working across sectors and with our communities to achieve common goals and deliver the quality services Oldham deserves.

We have five 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 together with information about the staff benefits we offer.

	DATE	NAME	POST TITLE
Prepared			
Reviewed			
Reviewed			

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

	Selection criteria (Essential)	Selection criteria (Desirable)	How Assessed
Education & Qualifications	A Social Work degree or an equivalent recognised Social Work Qualification, e.g. DipSW Registration with Social Work England. Post Qualifying Childcare Award	NAAS accredited Practice Educator Award	Certificate (produce at Interview) Certificate (produce at Interview) Certificate (produce at Interview)
Experience	Experience of undertaking accurate and balanced assessments of children, young people and their families and carers, where their situation may be complex and high risk Experience of devising, implementing and evaluating plans for children and young people Experience of prioritising workload, and maintaining accurate and sensitive case records Experience of working with partner agencies to deliver social work services Experience of collating and analysing information and writing reports appropriate to formal settings.		Application Form/ Interview Application Form/ Interview Application Form/ Interview Application Form/ Interview Application Form/ Interview
Skills & Abilities	Ability to negotiate with both internal and external services to source services for children, young people and their families and carers. Ability to develop effective		Application Form/ Interview Application

	relationships and evidence direct work which is effective as part of an intervention with a child, young person and their family or carers. Ability to analyse, to make decisions, plan and review effectively to achieve the correct outcomes for children and young people. Strong communication and interpersonal skills to develop trusted relationships and deal with conflict confidently, but sensitively. I.T. Skills to use Microsoft Office and the Council's electronic records management systems		Form/ Interview Application Form/ Interview Application Form/ Interview Application Form/ Interview
Knowledge	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. Ensure social work knowledge is kept updated through continuing professional development and contribute to the promotion of best social work practice. Knowledge and understanding of equalities and diversity issues in connection with delivering social work. In-depth knowledge of theories, research and topics which may relate to and affect children, young people and families.		Application Form/ Interview Application Form/ Interview Application Form/ Interview Application Form/ Interview
Work Circumstances	Willingness and preparation to participate in supervision, appraisal, learning and training activities including undertaking additional qualifications. Able to understand and navigate the organisational and partnership context. Driving Licence or ability to travel independently across the Borough of		Application Form/ Interview Application Form/ Interview Application Form/

	Oldham		Interview
	Ability to work unsocial hours		Application Form/ Interview

Abbreviations: AF = Application Form; I = Interview; AC = Assessment Centre; T = Test

NB. - Any candidate that meets the criteria of our [Guaranteed Assessment Scheme](#) and meets the essential criteria of the role, will be guaranteed the first stage of assessment (whether that is an interview or another assessment, as appropriate).

Our Guaranteed Assessment Scheme supports candidates with disabilities, those who have previously been in or currently in care, those that are carers, and those who have served in the Armed Forces as a regular, reserve or cadet.