Job Description and Person Specification Profile

Job Title:	Social Worker (Complex Safeguarding)
Job ID	SW02
Service	Children's Services
Grade	H
Reporting to	Team Manager

The Role

Working Arrangements

Hours to be worked flexibly to meet the needs of the service, including occasional early evening work to support children, families, contextual interventions and multi-agency safeguarding activity.

Post Objective

To promote and safeguard the welfare of children and young people who are at risk of, or experiencing, contextual safeguarding concerns including child criminal exploitation, child sexual exploitation, missing episodes, serious youth violence, county lines involvement, online exploitation, trafficking, modern slavery and other extra-familial harms.

To undertake specialist assessments, direct intervention and multi-agency safeguarding activity that reduces harm, strengthens protective factors and improves outcomes for children and young people.

To contribute to the development of contextual safeguarding approaches across Tameside, ensuring that children are safeguarded within their peer groups, schools, communities and online environments.

Main Duties and Responsibilities include:

- Undertake specialist assessments of children and young people who are vulnerable to or experiencing exploitation, extra-familial harm and contextual safeguarding concerns.
- Complete high-quality exploitation assessments, contextual safeguarding assessments, safety planning and risk management plans in accordance with local and national guidance.
- Build meaningful relationships with children and young people who may be resistant to services, using trauma-informed, strengths-based and relationship-based approaches.
- Undertake direct work with children and young people to increase awareness of exploitation, coercion, grooming, healthy relationships, online safety and protective behaviours.
- Contribute to the identification, assessment and disruption of perpetrators, spaces, networks and contexts that pose a risk to children.

- Participate in strategy discussions, child protection enquiries, exploitation meetings, missing meetings, contextual safeguarding meetings and multi-agency risk management processes.
- Work collaboratively with Greater Manchester Police, Education, Health, Youth Justice Services, Probation, Housing, Community Safety, Voluntary Sector organisations and other safeguarding partners.
- Analyse intelligence, missing episodes, return home conversation information, police intelligence, phone downloads, mapping information and other safeguarding information to identify patterns of harm and risk.
- Lead and contribute to disruption planning aimed at reducing exploitation risks and improving safety for children and communities.
- Facilitate and contribute to networks, mapping and contextual assessments to identify children at risk through peer associations, spaces, criminal groups or online activity.
- Support children transitioning into adulthood through effective transitional safeguarding planning and partnership working with adult services.
- Promote children's participation and ensure their wishes, feelings and lived experiences remain central to all assessment and intervention work.
- Advocate for children and young people whose vulnerabilities may increase exposure to exploitation, including care experienced young people, unaccompanied asylum-seeking children and children with additional needs.
- Prepare high-quality written reports, assessments and risk analyses for child protection conferences, courts, strategy meetings, exploitation panels and other multi-agency forums.
- Deliver awareness raising, consultation and training sessions to professionals, partner agencies, schools, community organisations and carers in relation to child exploitation, contextual safeguarding, missing children, county lines, serious youth violence, online harm and emerging safeguarding risks.
- Actively contribute to local, regional and national safeguarding initiatives, including supporting and leading activities linked to the Greater Manchester Combined Authority (GMCA) Complex Safeguarding, Weeks of Action, promoting awareness of extra-familial harm, exploitation, transitional safeguarding and disruption activity across communities and partner agencies.
- Support the development of a contextual safeguarding culture across Children's Services and partner organisations by sharing learning, good practice, local intelligence and emerging trends relating to child exploitation and adolescent safeguarding.
- Maintain accurate, timely and defensible case recordings in accordance with statutory requirements and local procedures.
- Contribute to service development, policy implementation and the embedding of contextual safeguarding practice across Children's Services.
- Maintain professional registration and work in accordance with Social Work England Professional Standards, Working Together to Safeguard Children and all relevant legislation and guidance.
- Attend regular supervision, exploitation consultations, reflective practice sessions and specialist training.

- Promote and uphold Tameside Council's STRIVE values in all aspects of practice.

About You

Your essential qualifications

Requirement	Essential/Desirable
Social Work Degree, CQSW, DipSW or equivalent recognised Social Work qualification	Essential
Registration with Social Work England	Essential
Full driving licence and access to transport (reasonable adjustments considered)	Essential
Practice Educator Award or commitment to undertake	Desirable

Your essential skills, knowledge and experience

Key Skills Requirement	Essential/Desirable
Statutory children's social work experience	Essential
Experience of undertaking safeguarding assessments and interventions	Essential
Experience of working with adolescents	Essential
Experience of multi-agency safeguarding practice	Essential
Experience of working with children who go missing from home or care	Desirable
Experience of child criminal or child sexual exploitation work	Desirable
Experience of contextual safeguarding practice	Desirable
Experience of disruption activity and risk management planning	Desirable
Experience of court work and statutory proceedings	Desirable
Experience of transitional safeguarding and preparing young people for adulthood	Desirable
Ability to fulfil all spoken aspects of the role with confidence through the medium of English	Essential

Knowledge Requirement	Essential/Desirable
Advanced assessment and risk analysis skills	Essential
Ability to engage hard-to-reach adolescents	Essential
Ability to manage complex safeguarding concerns and uncertainty	Essential
Ability to analyse intelligence and identify patterns of risk	Essential
Ability to work effectively within multi-agency safeguarding arrangements	Essential

Ability to undertake direct intervention with exploited children	Essential
Ability to prepare high-quality written assessments and reports	Essential
Ability to challenge professional networks appropriately and constructively	Essential
Ability to deliver presentations, training and awareness raising	Desirable
Strong organisational and case management skills	Essential

Experience Requirement	Essential/Desirable
Statutory children's social work experience	Essential
Experience of undertaking safeguarding assessments and interventions	Essential
Experience of working with adolescents	Essential
Experience of multi-agency safeguarding practice	Essential
Experience of working with children who go missing from home or care	Desirable
Experience of child criminal or child sexual exploitation work	Desirable
Experience of contextual safeguarding practice	Desirable
Experience of disruption activity and risk management planning	Desirable
Experience of court work and statutory proceedings	Desirable
Experience of transitional safeguarding and preparing young people for adulthood	Desirable

Key Aptitudes and Personal Qualities Requirement	Essential/Desirable
Commitment to safeguarding vulnerable children and young people	Essential
Ability to build trust with adolescents and families	Essential
Emotional resilience and professional curiosity	Essential
Ability to manage risk and uncertainty confidently	Essential
Reflective practitioner with strong analytical skills	Essential
Ability to challenge and influence partners appropriately	Essential
Commitment to diversity, inclusion and anti-discriminatory practice	Essential

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

What can you expect from us?

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

Working together, we are proud to work for Tameside

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

