
Your job

Job Title: Social Worker

Service: Children in Care

Grade: 9

Reporting to: Team Manager

This is an amazing opportunity to make a lasting difference to the lives of Children in Care and Care Experienced Young People. You will be a dedicated and passionate Social Worker who values relationship-based practice and relishes the opportunity to support some of our most vulnerable children and young people within a creative, ambitious and supportive environment. We believe our workforce is our greatest asset and are committed to ensuring you have the right support, professional development opportunities and positive working environment to deliver outstanding social work practice.

At Wigan, we believe that Children in Care should have the same opportunities and aspirations as their peers. We are committed to ensuring that children and young people in our care feel safe, loved, valued and supported to achieve their full potential. Our children and young people tell us that having stable relationships, feeling listened to, and being supported to achieve their goals are the things that matter most to them. We want our children to experience permanence, stability and positive outcomes, enabling them to thrive and successfully transition into adulthood.

As a Social Worker within the Children in Care Service, you will work directly with children and young people who are subject to Care Orders, accommodated under Section 20, or preparing to leave care. You will build and maintain trusting, empathetic and child-centred relationships that support children to feel safe, heard and valued. You will ensure that the

voice of the child remains central to all assessment, planning and decision-making processes.

You will be responsible for developing, implementing and reviewing high-quality care plans that promote permanence, stability and positive outcomes. This will include supporting reunification where appropriate, kinship care arrangements, fostering placements, special guardianship, adoption planning and preparations for adulthood. You will work closely with families, carers, partner agencies and professionals to ensure children receive coordinated and effective support.

The role requires you to work collaboratively with children, families, foster carers, residential providers, health services, education professionals, independent reviewing officers and other partner agencies to meet children's assessed needs. You will promote children's educational achievement, emotional wellbeing, physical health and participation in decisions about their lives, whilst helping them develop resilience, independence and strong support networks for the future.

Through relationship-based practice and effective care planning, you will support children and young people to achieve permanence, maintain meaningful relationships and experience stability throughout their care journey. You will be committed to achieving the best possible outcomes for children and young people, ensuring they are supported to thrive both during their time in care and as they move towards adulthood.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

On an on-going basis you will:

- Place children and young people in care at the heart of all practice, ensuring their views, wishes and feelings are sought, understood and used to inform assessments, care planning and decision-making.
- Build trusting and meaningful relationships with children in care, providing consistent support, advocacy and challenge to ensure they receive the care, services and opportunities they need to thrive.
- Work in partnership with families, carers and corporate parenting partners to promote positive outcomes for children, supporting family networks where appropriate and ensuring children maintain safe and meaningful relationships.
- Develop and implement child-centred care plans that focus on safety, stability, permanence and emotional wellbeing, ensuring plans are ambitious and reflect each child's individual needs and aspirations.
- Champion the educational achievement, health and wellbeing of children in care, working closely with schools, Virtual School, health professionals and carers to remove barriers and maximise opportunities.
- Promote permanence from the earliest opportunity, whether through reunification, kinship care, long-term fostering, special guardianship or adoption, ensuring timely planning and drift-free practice.
- Support children and young people to prepare for adulthood, helping them to develop resilience, independence skills and positive support networks that will enable them to achieve successful futures.
- Act as a strong advocate for children in care, ensuring their rights are protected, their voices are heard, and they are empowered to participate fully in decisions affecting their lives.
- Work collaboratively with carers, partner agencies and multi-disciplinary professionals to deliver coordinated, strengths-based interventions that improve outcomes and promote long-term stability.

- Maintain high-quality statutory visits, direct work and relationship-based practice, ensuring children remain safe, cared for and supported to achieve their full potential.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

- Social Work qualification such as Social Work Degree, Diploma in Social Work, CQSW, CSS or equivalent qualification and current Social Work England registration.
- Experience of working with children and families in need of help and protection, using a strengths-based approach
- Experience of working with a broad spectrum of services within the field of social work with children and families either through social work experience or through training
- Resilient nature with the capacity to recover quickly from difficult situations
- Knowledge and understanding of relevant legislation with its implications for the delivery of social work services to children and families
- Highly developed interpersonal and caring skills in order to meet the very demanding needs of children, young people and their families
- Excellent analytical and judgemental skills to analyse and interpret complex information or situations and to solve difficult problems or develop solutions and plans
- Good time management skills with the ability to work to deadlines and re-organise the workload to meet conflicting demands
- Experience of partnership working with education services, NHS, police and Early Help
- Experience of working with IT packages and case management systems such as Liquid Logic
- A commitment to equality, diversity and inclusion

To work in a Children in Care team:

- Ability to travel across borough, GM area and sometimes outside of GM either through use of a vehicle insured for business use or using public transport.

- Ability to access private homes including those on multiple floors.

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”