
Your job

Job Title: Social Worker

Service: Complex Safeguarding Team

Grade: 9

Reporting to: Louise Toye

Working within a multi-agency framework and showcasing Team Wigan behaviours the postholder will be a qualified, accountable social worker in the Complex Safeguarding Team. The postholder will work alongside Social Care teams and hold earlier intervention cases as part of the Families First pilot. The postholder will support children and young people who have been identified as vulnerable, at risk of, or subject to child exploitation.

You will ensure the delivery of a high quality and effective service to our children and families to support victims, and those identified as at risk of exploitation. You will embrace a relational, trauma-informed approach to prioritise building trust and rapport with our young people and families. Through those relationships, you will identify strengths, goals and shared outcomes with the family. You will work as part of a multi-agency team, utilising partnerships with Police, Health, Trusted Relationship Psychologist and wider services to promote disruption against perpetrators and ensuring the holistic needs of the young person and family.

Working within organisational policy and procedures you will work with children and families helping them to utilise their existing skills, knowledge and relationships and enabling them to build on their strengths so that they can achieve positive outcomes. This will include the use of assessments and interventions, including one to one work, family work and group work. You will also manage a complex and varied caseload and will attend, and chair various meetings as required.

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:

In the next 12 months, you will:

- Showcase Wigan's workforce behaviours and attitudes; be positive, be accountable, be courageous and be kind.
- Ensure all aspects of your work will be underpinned by the GM wide, Tackling Child Exploitation Principles.
- Complete WISE (Working to Increase Safety in Exploitation) assessments.
- Complete Impact chronologies
- Have strong knowledge of Families First reforms and take part and contribute to the current pilot. This will include offering support to young people and their families who would have previously been supported via Family Help, allowing for specialist support and intervention much earlier.
- Contribute to team development days, outreach work and inputs in schools/community settings.
- Contribute to Daily Governance Meetings and rota.
- Be highly motivated and to motivate your colleagues.
- Manage and promote your own health, safety, wellbeing and emotional resilience and of others.
- Ensure that support is integrated around the whole family and individual, not services or single issues.
- Have the ability and desire to listen, understand, empathise and be respectful.
- Genuinely care, be friendly, smile, have a kind heart and be someone that children, young people and families can trust and be confident to challenge and be direct, whilst still being approachable.
- Work outside 'normal working hours' in order to work alongside

children young people and families at a time that meets their needs.

- Reduce the number of times that children young people and their families have to 'tell their story' and keeping further referrals to a minimum.
- Work alongside families to empower them to make their own choices on who could best meets their needs.
- Work with other team members and partners to implement a personalised support package ensuring that all key professionals are working effectively together to meet the need of children, young people and their families.
- Make best use of community assets to help to achieve long term change for children and families, where it is safe to do so. Utilise community assets as part of a 'step down' from a more targeted offer.
- Collaborate with a range of partners e.g. educational settings and other agencies to identify children, young people and families who are at risk of Child Exploitation.
- Participate in the service audit process.
- To have responsibility for computer information in terms of personally producing some of this information and being responsible for the accuracy of the data produced by other people and yourself.
- Participate fully in both the supervision and employee development process, keeping their line manager informed as to the progress that children, young people and their families are making. Ensure that 'My Time' is 'reflective' in order to challenge and improve practice.
- Operate in a non-judgemental, non-prejudicial and affirming manner at all times and deliver to the key priorities set out in the Wigan Safeguarding Children's Board plan.
- Actively promote children's rights and in particular, the United Nations Convention on the Rights of the Child.

On an ongoing basis you will:

- Be willing to complete relevant training to support service delivery.
- Commit to anti-oppressive practice, diversity and anti-discriminatory practice.
- Work within the Tackling Child Exploitation Principles
- Utilise knowledge of child development, trauma informed approaches and attachment.
- Follow safeguarding procedures, and local multi agency guidelines on child protection. A good understanding of WSCB priorities.

- Identify the potential barriers to learning and engagement by children and young people and potential strategies to address them.
- Contribute and engage in reflective/group supervision
- Be a collaborator, able to build relationships and engender trust to achieve outcomes through building rapport, confidence, and motivation.
- Be an excellent listener, non-judgemental and able to demonstrate empathy and understanding
- A team player, with the ability to develop and operate well within team relationships across professional boundaries
- Be a good role model, be reliable and respectful, motivational, calm, flexible, passionate, energetic, fair, and honest.
- Ability to recognise 'good practice' and areas for development within an 'audit' framework.
- Demonstrate empathy with the needs of individuals but persistence, assertion, and challenge in working to enable change.
- Demonstrate perseverance, determination, dedication, resilience, tenacity, is adaptable, innovative, practical, and creative.
- Highly developed communication, interpersonal, engagement and written skills
- Be reflective in practice, drawing on support from peers to ensure a continued commitment to demonstrating the expected behaviours of a key worker.
- Ability to connect children and families to community assets, to help them to participate positively in their communities.

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:

- Have significant experience of working with Families, Children and Young people who are vulnerable and often understandably, mistrusting of professionals
- A proven track record of achieving outcomes by working alongside children, young people and families.

- Be a qualified social worker and have an active registration with Social Work England.
- Hold a current driving license or can demonstrate the ability to travel as required using own or public transport in the most effective manner.

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. ”