Your job

Job Title: Senior Social Worker

Service: Children Social Care

Grade: G10

Reporting to: Team Manager

In Children's Social Care, we want to support all children in Wigan to be happy, healthy and safe; to feel listened to and to have the maximum opportunities to be ambitious. We value our social workers, the fantastic work they do and the resilience they show by overcoming challenges every day. Our Senior Social Workers will be responsible for managing the more complex family work, making sure our children are safe and are fulfilling their aspirations.

This role is an amazing opportunity to support our most vulnerable children and families. You will be a highly experienced social worker and will relish the opportunity to work in a fast paced, creative and supportive environment. You will readily share your knowledge and skills to contribute to a culture of continuous learning and improvement, by mentoring, coaching and supporting others to achieve a shared goal of improving outcomes for children and their families. You will ensure that practice is underpinned by our practice standards, and that the Family Safeguarding model is embedded in our work with children and families, by championing this model; utilising motivational interviewing and taking a strengths-based approach.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (GDPR) 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 ongoing basis you will:

- Deliver consistently good social work practice, leading by example in a team of less experienced staff. You will be accountable for your practice and readily share your knowledge and skills to contribute to a culture of continuous learning and improvement, and to develop others.
- Provide opportunities for less experienced social workers to work alongside you with families who have complex needs, to develop their practice.
- Ensure that all practice is underpinned by our practice standards, and that the Family Safeguarding model is embedded in our work with children and families, taking a strengths-based approach and using motivational interviewing.
- Work with a variety of families, and children and young people who are in need of help, protection and/or care, and whilst being based in a specific team, you will be courageous by working across the service where necessary to meet demand. Your workload will include assessments, planning, intervention, and review. You will be responsible for the risk management and care planning for children in complex, challenging and high-risk circumstances, who are subject to statutory intervention.
- Spend time with children, ascertaining their views by undertaking direct work and life story work, and encouraging their participation in planning and reviews.
- Ensure your work complies with legislation and government guidance, so that it stands up to scrutiny.
- Keep accurate, up to date records, using data to manage your own performance, whilst supporting others to do the same.

- Work in a multi-agency team, and have experience in influencing and inspiring partner agencies, working together to solve any issues. By being positive, courageous and accountable, you will ensure that partners feel valued and able to influence care planning and decision making.
- Have a key role in learning, taking a keen interest in case reviews, complaints and audits, sharing learning with colleagues and supporting them to close the loop following audit activity.
- Have a key role in our transformation programme, working together with team managers, service managers and service leads to deliver our strengths-based approach through multi- agency and collaborative working, with a relentless focus on ensuring children get the right help at the right time, from the front door through to achieving permanence. You will lead by example in embracing change and supporting your team through this positively.
- Support our services to maximise and improve use of technology to facilitate improved practice, including using Mind of My Own.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules.

To work in a Duty, Family Safeguarding or Children in Care team:

- Ability to travel across borough and GM area either through use of a vehicle insured for business use or using public transport.
- Ability to access private homes including those on multiple floors.
- 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:

- A Social Work qualification such as Social Work Degree, Diploma in Social Work, CQSW, CSS or equivalent qualification, and registration with Social Work England.
- Significant experience of social work practice with children and young people who are in need of help, protection and/or care,

using a strengths-based practice model, with a proven track record of success.

- That you have demonstrated consistently good social work practice and have the ability to inspire and motivate those around you to do the same.
- Demonstrate that you have been responsible for the risk management and care planning for children in complex, challenging and high-risk circumstances, who are subject to statutory intervention.
- Be courageous, flexible and willing and able to work across services, as necessary, in order to meet demand.
- Have enhanced your skills, through a blend of formal training and significant on the job experience, so will be an expert in your field, and able to advise, support, mentor and coach others.
- Demonstrate that you have been accountable for your work, and have a resilient nature with the capacity to deal with complex emotions and trauma, and recover quickly from difficult situations.
- Have in-depth knowledge of relevant legislation, guidance, research and initiatives, with a sound understanding of the implications for the delivery of social work services to children and families; be confident in the use of policies and procedures; be able to recognise and evidence what good looks like.
- Have a keen interest in learning from case reviews, audits and complaints, and disseminating that learning, and will support the workforce to close the loop following audit activity to support continuous improvement.
- Have highly developed interpersonal and caring skills in order to meet the very demanding needs of children, young people and their families.
- Demonstrate that you will be able to motivate and empower children and families to reach and achieve their own solutions, by being kind and helping them make long-term sustainable family plans.
- Have excellent analytical and judgemental skills to analyse, risk assess and interpret complex information or situations and to solve difficult problems or develop solutions and plans.

- Demonstrate that you will be able to think quickly and creatively to help overcome complex challenges and issues.
- Have excellent time management skills with the ability to work to deadlines, meet statutory timescales and re-organise the workload to meet conflicting demands, including those set by the Court.
- Have experience of working with IT packages, including Liquid Logic or similar and be confident engaging and supporting children and families through technology where appropriate.
- Have a commitment to equality, diversity and inclusion

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.