

# Job specification



**Job title:** Social Worker ASYE  
**Service:** The Academy (Locality Service)  
**Grade:** G9  
**Reporting to:** Team Manager

## Your job

You will be an innovative, confident and energetic practitioner, with a real desire to support families to achieve positive changes for them and their children. You will be committed to learning, developing and delivering consistently good social work practice. In 12 months, you will feel skilled and confident to transition into a mainstream social work Locality Team.

Your highly developed interpersonal and caring skills will help you to meet the needs of children, young people and their families, and 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.

This role is an amazing opportunity to support our most vulnerable children and families. It provides you with an opportunity to develop alongside other newly qualified social workers, with excellent wrap around support both from within the Academy and outside of this.

You will ensure that practice is underpinned by the Team Wigan behaviours and our practice standards, and that the motivational interviewing is embedded in our work with children and families.

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 recognise that social workers have one of the most challenging but rewarding roles. We value our social workers; the fantastic work they do and the resilience they show by overcoming challenges every day.

The Council is committed to complying with the 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.

## In this job you will

In the next 12 months, you will:

- Develop your confidence as a social worker, and your skills in working with children and families
- Engage with our highly-commended ASYE programme and evidence your development through your ASYE portfolio
- Have a caseload which is tailored to your level of development
- Engage with and commit to regular individual and peer supervision

On an ongoing basis you will:

- Put children at the heart of everything you do
- Work with and support vulnerable children and families to ensure best outcomes can be achieved, helping them to implement sustainable family-led plans
- Use motivational interviewing, and ensure that practice is strengths-based and underpinned by the Team Wigan behaviours.
- Build and maintain close working relationships with partners including Start Well, education services, the police service and health services.
- Maintain up to date, detailed and accurate records of all cases through Liquid Logic and other recording tools, ensuring these are purposeful and jargon free.
- Embrace opportunities to learn, grow and develop your Social Work career.
- Uphold and promote the high standards of the social care profession outlined in Social Work England standards and maintain your Social Work registration in line with statutory regulations.
- 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:-

- You will need to be a qualified social worker and either registered or awaiting Social Work England Registration.
- A commitment to improving outcomes for children and gaining their voice and lived experience.
- You will have a commitment to enhancing your skills, through formal training and qualifications, so you continually develop.
- A commitment to developing your skills in assessment, planning and reviewing.
- Commitment to equality, diversity and inclusion and challenging discriminatory practice.
- Commitment to working in a strengths-based way with children and families.
- Resilience and commitment to being self-aware of your own support needs and reflective in your practice.
- Have excellent interpersonal skills.
- Good time management and ability to work to deadlines and be organised.
- Demonstrate analytical thinking and the ability to analyse complex information and to develop solutions and plans.
- Ability and willingness to use a car to travel round the borough.

### 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 **Team Wigan** behaviours.

**Be Positive... take pride in all that you do**

**Be Accountable... be responsible for making things better**

**Be Courageous... be open to doing things differently**

**Be Kind... be helpful, generous and thoughtful towards yourself and others**

## Together we will

Deliver Deal 2030, working alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

### We will



Genuinely care for you and your wellbeing.



Champion a culture that inspires you to thrive.



Listen and engage with you to bring your ideas to life.



Celebrate your contribution and support you to reach your goals and aspirations.

### I will



Look after my wellbeing and be kind to myself and others.



Work with others across #TeamWigan to be courageous, innovative and embrace technology.



Share my ideas and be accountable for making things happen.



Own my development and let my passion and positivity shine through.