



**JOB DESCRIPTION (JD)
AND EMPLOYEE
SPECIFICATION (ES)**

Standard Template

JOB TITLE:	Senior (Specialist) Social Worker		
GRADE:	G10	SERVICE AREA:	Children's Services
JOB CODE:	CHI362SESWG10		
REPORTS TO:	Team Manager	LOCATION:	Essington Lodge
SPECIAL CONDITIONS:	<ul style="list-style-type: none"> Enhanced DBS disclosure is required for this post Ability/willingness to travel from location to location This post is covered by the Government's Code of Practice on the English Language Fluency Duty for public sector workers. 		

1. Main purpose of the job role:

- To provide effective help and protection to children, young people, families and carers, and help them to achieve positive outcomes.
- To undertake effective assessment, planning and direct work to safeguard children and young people and to meet their needs, and the needs of families and carers.
- To be responsible for working with complicated and challenging circumstances, and to practice social work in a transparent, accountable and safe way in accordance with professional standards and ethics.
- To develop areas of expertise, specialism and practice leadership that support the development of social work practice

2. Role specific duties and accountabilities:

- Practice within the prevailing legislative framework and council policies and procedures, under the supervision of the Team Manager.
- Ensure that work is completed within the stated timescales in accordance with both national and local policy.
- Manage a mixed and complicated workload, including working with vulnerable children, young people, families and carers who experience a variety of challenges.
- To ensure needs are met and risks are managed to achieve best outcomes for children and young people in often complicated and varied situations.
- To co-work with colleagues to support their professional development and learning.
- Advocate for children and young people and ensure their voices are heard and they are supported to participate in a variety of ways and forums as is appropriate to their needs, age and development.
- Provide high quality and timely assessments and reports in the agreed format for Child Protection Case Conferences, Statutory Child in Care Reviews and any other forum as directed.
- To be able to undertake Care Proceedings and court work of a consistently high standard
- Work collaboratively with and develop good working relationships with individual children and young people, families, carers, colleagues and other agencies.
- Maintain records in relation to recording information about children and families in line with Council policy and procedure.

- Actively participate in regular supervision and consultation with the Team Manager ensuring they are always made aware of significant issues in respect of children and families.
- Undertake regular safeguarding investigations, attend strategy meetings, case conferences and reviews as the lead professional where required.
- To support and promote the development of student Social Workers and other colleagues.
- To develop an area of specialist practice skills and knowledge, and to be able to apply this to working with children, young people, families or carers where there are identified areas of need.
- To act as a practice leader in supporting others in specialist area(s) of practice skill and knowledge.
- To act as a practice lead, and mentor for colleagues
- Champion restorative and relational practice within their team and service, including motivational interviewing skills.
- Assist in the planning and developing of future services and policies, promote innovative ways of developing practice and contribute to the development of capacity within the community.
- Be accountable for own progression and career development, undertaking training and professional development, and maintaining up-to-date knowledge and skills.
- To practice in anti-discriminatory manner that supports diversity and equality for all people
- Encourage a work environment which promotes the health, safety and wellbeing of self and others.
- Perform duties in line with the Social Work England Professional Standards.
- Any other duties required by the Team Manager commensurate with the grade and post.

3. Corporate duties and accountabilities:

- The post holder will comply with and promote the Council's Health, Wellbeing and Safety at Work policies and ensure these are implemented effectively within his/her areas of responsibility.
- Through personal commitment and clear action, the postholder will promote the Council's employment policies, with particular reference to diversity, equality of access and treatment in employment, service delivery and community involvement. To support/develop a working culture within these services that reflects the corporate vision.
- Ensure that the services provided aligned to the Council strategy, vision, aims, objectives, priorities and continuous improvement programme and play their part in achieving these. This includes compliance with Standing Orders, Financial Regulations, Code of Conduct and the Councils Policies and Procedures.
- This job description sets out a summary of the duties and accountabilities of the role. It is not intended to be exhaustive.



JOB TITLE Senior (Specialist) Social Worker	GRADE G10	
Using the Job Description consider what essential behaviours, abilities and knowledge are required by a person to perform each of the main activities and accountabilities of the job safely and effectively.	Indicate when Assessment is possible: at Application form=A interview=I both=A/I test = T	WEIGHT CODE shows relative importance Low=1 Medium=2 High=3
Behaviours: refer to corporate behaviours document		
Professionalism - Actively seek ways to prevent over-complication or confusion of service delivery through innovation, being open to change and the removal of barriers including challenging negative behaviours.	A/I	3
Leadership - Leads by example, optimising those resources allocated, Communicates clearly taking account and welcoming feedback. Takes a positive and resilient approach to change understanding the longer-term vision of the Council and/or service areas.	Not Applicable	
Accountability - Adopt a 'can do' attitude in the work that I deliver taking accountability for my own performance and development and responsibility for my actions and decisions. I will demonstrate inclusivity and promote the values of diversity and equality.	A/I	3
Transparency - Work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or communities we serve.	A/I	3
Ethical - Aware of own impact on others through valuing openness, treating everyone with respect and listening carefully to understand the views of others in order to build trust.	A/I	3
Abilities/Skills: (refer to JE guidance document)		
<ul style="list-style-type: none"> Demonstrable skills in assessing children's and young people's needs and developing plans to meet these needs, including for children and young people in complicated circumstances 	A/I	3
<ul style="list-style-type: none"> Demonstrates high level of knowledge of current childcare legislation, guidance and regulation 	A/I	3
<ul style="list-style-type: none"> Demonstrates significant knowledge of theory, research, policy and the law relating to social work with children and families, including understanding of child development 	A/I	3
<ul style="list-style-type: none"> Ability to produce concise, literate reports and plans using the accepted agency frameworks, which specify evidence based interventions and related outcomes. 	A/I	3
<ul style="list-style-type: none"> Demonstrates ability to take responsibility for a complicated and demanding workload and priorities, and to use own initiative to respond independently to problems and unexpected situations, seeking support from the Team Manager as appropriate 	A/I	3
<ul style="list-style-type: none"> Ability to undertake direct and life story work that is tailored to children's and young people's developmental stage, identity and needs 	A/I	2
<ul style="list-style-type: none"> Ability to undertake parenting / family support and interventions 	A/I	2

• Ability to write in a clear, concise and professional way and be understood by a variety of audiences	A/I	3
• Ability to work in partnership with other agencies to secure positive outcomes and help children, young people, families and carers to access resources	A/I	3
• Ability to work collaboratively and restoratively with people, and to develop positive working relationships working through challenging circumstances through communication skills	A/I	3
• Ability to critically reflect and analyse complex information to support decision-making and develop solutions	A/I	3
• Demonstrates enthusiasm and commitment to social work; understanding and commitment to equality of opportunity and anti-discriminatory practice; upholds and demonstrates knowledge of social work values in accordance with the Professional Capabilities Framework, Knowledge and Skills Framework, and Social Work England Professional Standards	A/I	3
Knowledge/Experience: specify type, level and qualitative (not quantitative required); if any.		
• Experience of working directly with children and young people	A/I	3
• Experience of assessment and interventions or support programmes	A/I	3
• Knowledge of key theories and methods for work with children, young and families such as child development, systems theory and restorative practice	A/I	3
• Knowledge of the law, policy, and up-to-date research and guidance	A/I	3
• Identified area(s) of specialist knowledge and skills	I	3
Qualification: Specify any qualifications that are a minimum requirement, please include any equivalent qualifications that would be deemed acceptable or if this can be obtained through on the job experience.		
• Social work qualification, BA, MA, CQSW, CSS, DipSW,	A	
• Registration with Social Work England	A	
• Evidence of CPD, i.e. Log of CPD as required for Social Work England re-registration	A	
• Evidence of ASYE completion if appropriate, and has at least one year of experience post-ASYE	A	
Other Essential Requirements		
An awareness of, and commitment to, equality of opportunity	I	3
Awareness of, and commitment to, confidentiality and handling data	I	3
Prepared by:	Antony Schaffarczyk Principal Social Worker	Date: 23/01/22