

<b>Date Document Effective from:</b>	Version 4
<b>Post No. :</b>	
<b>Post Title:</b>	Social Worker
<b>Department:</b>	Children’s Services
<b>Division:</b>	Children’s Social Care
<b>Section:</b>	
<b>Reports To:</b>	Team Manager
<b>Location(s):</b>	
<b>CRB Status:</b>	Enhanced
<b>Grade:</b>	H1 or H2 – where a successful applicant is based upon the grading scale will be dependent upon the level of experience demonstrated during the recruitment process.

**Role Purpose**

The post holder is expected to undertake case management independently and demonstrate an ability to adapt their approach from first principles to deal with more complex or unusual cases, assessing and managing risks appropriately. The experience of the practitioner will be determined by the grade of the post offered at H1 or H2. Blackpool Council is an innovative organisation and is driving the implementation of the Knowledge and skills statement (KSS) from the Department for Health in preparation for the launch of the National Accreditation and Assessment Scheme. As such we would expect potential employees to reference individual practice to the KSS.

**The role purpose and main duties and responsibilities of this role have been mapped to and are aligned with the Knowledge and Skills Statements for social work.**

**Main Duties and Responsibilities**

- Work with children and young people, families, carers and communities to help them make informed decisions, enabling them to clarify and express their needs and contribute to service planning.
- Identify risk of abuse and investigate complaints of alleged neglect, abuse or ill-treatment of children; undertake assessments and, where appropriate, arrange accommodation for children, young people.
- Apply critical reflection and analysis to inform and provide a rationale for professional decision-making
- Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse (PCF requirement)
- Liaise with colleagues in own and other departments and external agencies in order to gather information and resources necessary for assessment and care planning activities.
- Work to a range of legal options to support investigation and protection and give evidence in court in relation to care proceedings
- Lead Professional in assessing, planning and reviewing assessments and care plans of children subject to statutory intervention,
- Ability to understand the Journey of the Child and plan for permanence with the child remaining central to all planning.
- Manage an allocated caseload of complex cases and maintain all statutory responsibilities updating case notes and other records, write reports and maintain chronologies as required.
- Operate effectively within multi-agency and inter-professional partnerships settings and meetings

- Understand, contribute to and comply with key performance indicators.
- Identify and behave as a professional social worker, committed to professional development
- Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management
- Promote monitor and maintain Health Safety and Security in the workplace
- Apply social work ethical principles and values to guide professional practice
- Ensure we provide for and are committed to Our Children and take seriously our role as corporate Parents.
- Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice

Qualifications – H1 or H2 grade	Please mark which are Essential or Desirable ▶	E/D
Degree in Professional Social Work or equivalent social work qualification such as: Dipsw		E
Registered with Social Work England		E
Best Interest Assessor		D
Approved mental health professional		D
Practice educator		D

Knowledge, Skills and Experience required for H1 grade	Please mark which are Essential or Desirable ▶	E/D
<b>Please note considerable experience means up to 2 years</b>		
• Post qualifying practitioner experience in Children’s Social Work		E
• Considerable knowledge and understanding of recent child care legislation		E
• Considerable experience of working successfully in a multi-agency context		E
• Knowledge of attachment, separation and loss theories		E
• Knowledge of Assessing Parenting Capacity to change and sustain change		E
• Considerable experience of dealing with child protection cases and planning and implementation of care plans		E
• Considerable experience of assessment and child development		E
• Knowledge and practice of early intervention strategies which have a proven track record		E
• Experience of dealing with service user complaints		E
• Considerable experience of writing court reports and attending Hearings		E
• Ability to use Microsoft office, technology and Integrated Children Information Systems		E

<b>Knowledge, Skills and Experience required for H2 grade</b>	Please mark which are Essential or Desirable ▶ <b>E/D</b>
<b>Please note substantial experience means 3 years to 4 years</b>	
<ul style="list-style-type: none"> <li>• Post qualifying practitioner experience in Children’s Social Work</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial knowledge and understanding of recent child care legislation and the family justice system</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial experience of working successfully in a multi-agency context</li> </ul>	E
<ul style="list-style-type: none"> <li>• Knowledge of attachment, separation and loss theories</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial knowledge of Assessing Parenting Capacity to change and sustain change</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial experience of dealing with child protection cases and planning and implementation of care plans</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial experience of assessment and child development</li> </ul>	E
<ul style="list-style-type: none"> <li>• Knowledge and practice of early intervention strategies which have a proven track record</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial of dealing with service user complaints</li> </ul>	E
<ul style="list-style-type: none"> <li>• Substantial experience of writing court reports and attending Hearings and giving evidence</li> </ul>	E
<ul style="list-style-type: none"> <li>• Ability to use Microsoft office and Integrated Child Information Technology Systems</li> </ul>	E

<b>Relationships/Nature of contacts</b>
<p>The post holder will be required to communicate internally/externally with service users/ children &amp; young people, carers, and other professionals to provide advice, develop relationships, use persuasion, influencing and advocacy skills and where necessary undertake conflict resolution.</p>
<p>The H1 Social Worker will be supported by either, an Advanced Practitioner or Team Manager in relation to the case work undertaken. It would be anticipated that H1 Social Workers would have less complex case work to undertake to reflect their experience within the field.</p>

<b>Responsibility for People</b> (including supervision/training of staff or clients)
<p>The post holder will be accountable and responsible for:</p> <ul style="list-style-type: none"> <li>• undertaking investigations</li> <li>• assessments of needs</li> <li>• management of risk</li> <li>• delivery of agreed programme of care</li> <li>• monitoring and review</li> </ul>

<b>Responsibility for Resources</b> (Financial, Physical, capital, personal data)
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The post holder will be responsible for maintaining and updating case and other records and writing reports

They will also be accountable for commissioning cost effective care packages

**Planning Requirements**

The post holder will be required to use analysis and planning skills for assessing, reviewing needs and, planning care across a range of complex cases

**Key Facts and Figures**

Not applicable

**Working Environment and Physical Demands**

**Manager Assessment of Working Conditions** (percentage of time involved)

Manual Handling – Heavy Loads (over 25KG)	0%	Manual Handling – Light to Moderate (under 25KG)	0%	Vibrating plant/ tools/ equipment	0%
Noise	0%	Repetitive work activity/ operations	0%	Prolonged standing/ walking	0%
Prolonged sitting in a constrained position	0%	Confined spaces	0%	Extremes of temperature (e.g. very hot / cold)	0%
Adverse weather conditions (e.g. frost, rain, etc.)	0%	Working at Height	0%	Driving HGV/ LGV/ PCV/ Minibus	0%
Fumes, dusts, gases, etc.	0%	Solvents, oils, paints, de-greasers, etc.	0%	Pesticides, herbicides, insecticides	0%
Detergent or other cleaning chemicals	0%	Biological hazards (e.g. vomit, urine, blood, sharps)	0%	Display screen equipment	20%

**The job involves working with** (percentage of time involved)

Plant and/or machinery	0%	Vehicles (including driving)	0%	Electricity	0%
Welding	0%	Food Handling	0%	Animals	0%
Working alone	0%	Working with vulnerable people	70%	Working with people with special needs	0%
Working with members of the public	0%	<b>Other</b> (please state):			

**Risks that may apply whilst working in a people related environment**

Risk of Abuse	High	Risk of Aggression	High	Risk of Injury	Low
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