

Department:	Children and Family Services
Job Title:	Social Worker
Grade:	9-11
Post Number:	
Service/Section:	Children's Social Care
Base/Location:	Countywide
Responsible To:	Team Manager
Responsible For:	Not Applicable
Key Relationships/ Liaison with:	Children and Family Services colleagues Multi-agency colleagues

Job Purpose	
To deliver high quality services and contribute to the development of the service for vulnerable children and their families including:	
<ul style="list-style-type: none"> • The delivery of a high quality duty response service • The formulation of risk assessment within referral and assessment processes • The commissioning of proportionate services through the provision of advice, signposting, child in need plans and where necessary through child protection plans and care proceedings • The delivery of safeguarding services in accordance with legal requirements and departmental policies and procedures. 	

Main Duties and Responsibilities	
1.	Accountable for all children and young people and families for whom you are delegated responsibility through Leicestershire County Council policies and procedures.
2.	The completion of key social work duties in line with specified standards and timeframes.
3.	The delivery of proportionate services to children/young people's needs in line with legislation, LSCB procedures and Leicestershire County Council policies and procedures.
4.	To model good social work practice including that of accountability for high quality service delivery and personal development and efficient use of

	resources.
5.	To be prepared for and participate in supervision and personal development reviews compliant with C&FS Supervision policy and procedures
6.	To chair a range of meetings and attend child protection conferences, court and other meetings as required.
7.	To provide advice and support to colleagues across C&FS.
8.	To undertake supervision of social care staff when appropriate and directed by the line manager (grade 11 only)
9.	To undertake continuing professional and personal development to maintain and update knowledge and skills.
10.	To be responsible for carrying out all the duties of the job in accordance with Leicestershire County Council's Equal Opportunities Policy.
11.	To undertake such other duties as are within the scope of the job purpose, the title of the job and its grading.

Special Factors

This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006. Therefore a **DBS enhanced check for a regulated activity (includes a barred list check) is an essential requirement.**

This job description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job.

Leicestershire County Council is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

Date Prepared/Revised: October 2014

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	Essential	Desirable	How assessed
<u>Qualifications</u>			
Social Work degree or equivalent, e.g. CQSW, DipSW (with specialism in children's services).	✓		Doc/Int
Evidence of continuing professional development	✓		Doc/Int
Post-qualification Child Care Award.		✓	Doc/Int
Training in the use of a risk assessment tool e.g. Signs of Safety, Merton Risk Assessment		✓	Doc/Int
<u>Experience</u>			
Post-qualification experience of working with children and families.	✓		App/Int
Experience of statutory child care social work, including safeguarding, child protection and care proceedings.	✓		App/Int
Experience of supporting staff/colleagues or social work students.		✓	App/Int
Experience of working with service users from ethnic minorities and those who have a protected characteristic.		✓	App/Int
Continuing professional development, including self-development.	✓		
<u>Knowledge</u>			
Child care legislation and LSCB procedures, particularly in relation to child protection.	✓		Appl/Int/ Test

<p>Of the Framework for the Assessment of Children in Need and their Families.</p> <p>An understanding of published serious case reviews and impact on work.</p> <p>Awareness of the cultural, racial, linguistic and religious background of children, young people and families.</p>	<p>✓</p> <p>✓</p>	<p>✓</p>	<p>App/Int/ Test App/Int/ Test</p> <p>App/Int/ Test</p>
<p><u>Skills and Competencies</u></p> <p>Able to apply principles of equal opportunities in practice.</p> <p>Ability to communicate clearly (demonstrating the use of communication/engagement tools) with children, young people, parents/carers, colleagues and other professionals.</p> <p>Ability to undertake assessment to a high standard.</p> <p>Ability to analyse information to reach sound decision (demonstrating the use of risk management tools in analysis and decision making)</p> <p>The ability to communicate clearly and accurately, both orally and in writing, with a wide range of people, including representatives from other agencies, using skills of negotiation and persuasion</p> <p>The ability to prioritise effectively across a wide range of competing demands to meet deadlines.</p> <p>Time management skills and the ability to respond flexibly to changing requirements.</p> <p>The ability to use information technology applications e.g. Microsoft Outlook, Word and database applications as relevant to the department.</p> <p>Generates new and innovative solutions to both straightforward and complex problems</p> <p>Develops and drives a culture of continuous improvement.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p> <p>App/Int</p>

Works collaboratively with partners to influence the achievement of successful outcomes for the people of Leicestershire.	✓		App/Int
Delivers a sustainable high service through understanding and keep to departmental and service priorities.	✓		App/Int
<u>Other Requirements</u>			
An understanding of, and commitment to Equal Opportunities, and the ability to apply this to all situations.	✓		App/Int
Ability to travel to service points within Leicestershire County Council in a cost efficient way	✓		App/Int
Possession of a valid driving licence and access to a vehicle.	✓		App/Doc
Must be registered with the Health and Care Professions Council	✓		App/Doc
Must have a satisfactory DBS	✓		Doc
Able to work outside normal office hours e.g. evenings on occasion if required.	✓		App
Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010	✓		Med

Key: App = Application Form Test = Test Int = Interview	Pre = Presentation Med = Medical Questionnaire Dc = Documentary Evidence (E.g., Certificates)
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