

Job description

Job title:	Social Worker (Children's) Level 1 (Entry/ASYE) Level 2 (Social Worker) Level 3 (Experienced Social Worker)
Grade:	Level 1 – Grade 9 + 4 LMIs* Level 2 – BAR Grade 10 + 5 LMIs* Level 3 – BAR Grade 11 + 5 LMIs*
Job evaluation reference:	HS465abc
Job family:	Health and Social Care

Purpose and impact

The role of the Social Worker is to provide the overall delivery of Children's statutory services within Dorset Council.

The post is responsible for delivering alongside other professionals a range of statutory services to children, young people and their families in regard to the Children Act 1989/other relevant legislation in order to deliver both a prevention and safeguarding service. The role is delivered across a range of different service delivery contexts.

Key responsibilities

1. To maintain registration with Social Work England and to undertake statutory and other tasks related to the responsibilities of the service group outlined in the context statement, in accordance with relevant legislation and Children's Social Worker Framework.
2. To deliver the service in accordance with statutory responsibilities set out in the Children Act 1989 and other relevant legislation.
3. To undertake assessment of children's needs in accordance with Directorate policies and procedures. Assessments will be carried out in conjunction with children, families, carers and other professionals and in a timely manner in accordance with Council's policies and procedures.
4. To undertake assessments of children's needs and create effective plans which are renewed in a timely manner.
5. To promote and safeguard the welfare of children.
6. To apply specific methods of intervention as appropriate.
7. To provide support, information and advice to families to help parents become more self-reliant.
8. To prepare reports for courts and various meetings and to present to a variety of professionals in a variety of settings and may be required to attend to give evidence in legal proceedings as required.
9. To maintain essential records, input and maintain records on the core computer system as required.
10. To make available any records for statistical purposes or inspection.
11. To attend team meetings and other meetings relevant to the work of the service group, as required by the Team Manager.
12. To function within financial and budgetary guidelines.



13. To engage in and prepare for supervision and appraisal through self-evaluation against the Children's Social Work Framework and ensure that continuous professional development is evidenced and maintained.
14. To undertake training and development as required including ongoing post qualification professional development.
15. To undertake any other lesser or comparable duties as required relating to the particular specialised function of the team or teams.
16. To demonstrate a level of professional practice, ability, competency, skills, knowledge and behaviours which is outlined in the Children's Social Worker Framework. The framework identifies what you are expected to demonstrate at the appropriate level / grade.
 - Entry level into the Assessed & Supported Year in Employment (ASYE) Social Worker Level 1 – (Grade 9)
 - End of ASYE / Social Worker Level 2 – (Grade 10)
 - Experienced Social Worker Level 3 – (Grade 11)

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Reporting to: Team Manager

Responsibility for:

No supervision or management at entry level into the Assessed & Supported Year in Employment (ASYE), Social Worker Level or at end of ASYE / Social Worker Level 2.

At experienced Social Worker - Level 3 you will be an ASYE mentor and working towards holding the Practice Educators Award (Graduate Certificate in Practice Education). You will take responsibility for assisting and supporting less experienced staff. There may be supervision (but not management) of members of staff.

Other factors

17. Responsible for ensuring data quality and as such the integrity of management information through the proper use and safekeeping of data and record systems both manual and computerised.
18. The post holder will have a tablet/laptop which they will use as a means of recording all information regarding the role and responsibilities that they have.
19. The post holder will effectively have a named substantive base but will be expected to deliver within the context of an agile working environment.
20. The post holder will be expected to have access to a car in order to travel across the county.
21. The post holder will be expected (depending upon the context statement which sits with this job description) to visit or meet service users in a variety of locations.
22. The post holder will be expected to visit partner agencies across the county and outside of the county in regard to children, young people and their families and their associated plans operationally.
23. The post holder may be expected to attend court.



Progression in post

The social work pathway that you would progress through is:

- Social Worker Level 1 – (Grade 9)
- Social Worker Level 2 – (Grade 10)
- Social Worker Level 3 – (Grade 11)

To progress through these levels, you would need to demonstrate that you are competently working at this level and provide evidence to support all the points listed in the Children's Social Worker Framework for your current level. You will be required to complete the assessment form with your manager, within your performance management and supervision meetings to demonstrate progression.

If you are not demonstrating all the points, further evidence and development is required against these criteria. You should seek support from either your Manager, Advanced Practitioner, a manager from a different discipline, the Principal Social Worker and / or Learning and Organisational Development Lead.

As an experienced social work professional, you can then consider the pathway you wish to pursue. This may be an Advanced Practitioner or into first line management as a Team Manager. Progression to these levels are through a formal interview process and in order to be competitive you would need to demonstrate that you can work at these levels against the criteria for the role.

Labour Market Increments

**Where Labour Market Increments (LMI) apply, these will be reviewed on a regular basis in line with the Labour Market Adjustment Scheme (LMAS).*

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Social Work Degree or equivalent e.g. CQSW, DIPSW	Application form
2. Social Work England Registration	Application form
Experience	
3. Experience of working with the Dorset Safeguarding Children Board's Threshold Tool as set out within the Continuum of Need model and working together with other professionals to make appropriate service responses for children, young people and their families	Application form
4. Experience of delivering assessments and plans in regard to Child in Need, Child Protection or Children who are in Care	Application form
5. Experience of delivering court proceedings in a variety of court settings	Application form
Essential – Experienced Social Worker Level 2 & 3 In addition to the above,	
6. Significant experience of working with the Threshold Tool as set out within the Continuum of Need and working together in order to make appropriate	Application form
7. Experience of delivering complex assessments and plans in regard to Child in Need, Child protection or Children who are in Care	Application form
8. Experience of delivering complex court proceedings in a variety of court settings	Application form
Essential – Experienced Social Worker Level 3 In addition to the above,	
9. Experience of working as a Level 2 social worker	Application form
Knowledge	
10. Comprehensive knowledge of all relevant statutory legislation, policy and procedures in regard to the delivery of a Children's Social Work service	Application form Interview Assessment
11. Knowledge of permanency planning and procedures	Application form Interview Assessment
12. Knowledge of Child Protection Procedures as set out in Working Together to Safeguard Children 2015	Application form Interview Assessment
13. Knowledge of early help and prevention	Application form Interview Assessment
14. Knowledge of child sexual exploitation and child sexual abuse	Application form Interview Assessment
15. Detailed knowledge and understanding of evidence-based approaches to assessment and outcome focused approaches to your intervention	Application form Interview Assessment



Essential – Social Worker Level 2 & 3 In addition to the above,	
16. Understanding of joint contribution and collaborative working with partner and other agencies	Application form Interview Assessment
Essential – Experienced Social Worker Level 3 In addition to the above,	
17. Able to demonstrate a high level of post qualification knowledge in a specialist discipline and to act as a knowledge resource within the team in the specialism and other allocate areas	Application form Interview Assessment
18. Knowledge and understanding of risk management and models of intervention	Application form Interview Assessment
Skills and abilities	
19. Excellent communication skills, both written and oral	Interview Assessment
20. Good negotiation skills	Interview Assessment
21. Ability to set targets and work within deadlines	Interview Assessment
22. Excellent assessment skills	Interview Assessment
23. Ability to be team player within the context of the service operational structure	Interview Assessment
24. Ability to clear, concise and constructive advice to team members regarding complex cases	Interview Assessment
25. Ability to work flexibly to meet the needs of the service delivery, including working outside of what are considered office hours	Interview Assessment
Our values	
26. Respect	Interview Assessment
27. Together	Interview Assessment
28. Accountability	Interview Assessment
29. Openness	Interview Assessment
30. Curiosity	Interview Assessment
Other	
31. Able to fulfil any travel requirements of the post	Application form
32. DBS clearance	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
Experienced Social Worker Level 2, 3	
33. Post qualifying Award/Practice Educator/further evidence of continuous professional development	Application form



Approval

Manager's job title: Vanessa Glenn
Date: March 2016

