



JOB DESCRIPTION

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| Job Title | Assessing Social Worker | | |
| Directorate | Children's Services | | |
| Reporting to | FA&ST Service manager/ practice supervisor (assessing) | | |
| Grade | 10 | | |
| Evaluation ref: | AG0651 | Job ref: | Family |
| Role purpose | | | |
| <p>The responsibility of the Children's Services Function is to promote and ensure the safety, well-being and learning of children and young people. Within the service, Children and Young People's Social Care Teams provide services to "Children in Need" including children with disabilities, children subject to Child Protection Plans, Children "Look After" and Care Leavers. These roles operate in close collaboration with multi-agency partnerships</p> <p>Qualified Social Workers will work in accordance with professional standards as set by Social Work England or other relevant accredited body and will provide statutory services for children looked after and placed for adoption.</p> <p>Qualified Social Workers will provide case responsibility for foster carers, children/adults who have been adopted, and prospective foster carers/adopters.</p> | | | |
| Responsibilities | | | |
| <p>Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practice.</p> <p>Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.</p> <p>Responsible for a caseload complex parenting assessments, commensurate with experience, ability and qualification, receiving and responding to referrals and requests from various sources, including requests for advice, assessment and support from foster carers, parents and adopters, in liaison with other professionals. Risk assessment of parents and carers and their households to ensure children and young people are protected.</p> <p>Undertake statutory and best practice assessment reviews and ensure compliance with relevant legislation, policy and procedures.</p> <p>Promote children and young people's equality, diversity and rights by applying, maintaining and evaluating structures in an anti-discriminatory way.</p> | | | |

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Identify and deliver evidence-based interventions in response to risk and safeguarding concerns. Escalate risk and safeguarding concerns immediately where appropriate.

Supervision of parents and carers to ensure children are safe and achieve their potential.

Provide information, written assessments, statements, reports verbally and in writing in order to complete assessments and reviews of parents and carers, inform care planning meeting, formal Panels, reviews of Children Looked After and court.

Maintain records relating to parents and carers to a high standard in accordance with relevant legislation, policy and procedures.

Contribute to ensuring the effective operation of holistic Quality Assurance processes alongside the Children Looked After service. Provide accurate and timely information to enable the quality of the service to be assessed.

Contribute to the development of Fostering, Adoption and Children Looked After services and develop effective workplace links with the independent and voluntary sectors to ensure that children live in the most appropriate place for their needs.

Contribute to the development of recruitment, training and assessments activities for prospective carers.

Provide and develop individual tailored assessments.

Support post approval training and support carers to complete progression standard activities where required and with other aspects of development as a career.

Contribute to multi-agency partnership working and participate in multi-agency meetings. Act as a lead worker as required engaging with other professionals on specific areas of expertise or new ways of working.

Engage with fieldwork colleagues, other professional and carers to identify placements for children and young people both on a planned and, where necessary, emergency basis.

Participate in a duty system to identify placements and support placement stability.

Work in partnership to enable children & young peoples' parents and carers and families to promote their health, financial, emotional and social well-being.

Develop one's own knowledge and practice and contribute to the development of policy and practice.

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Participate in performance appraisal and consultations with team managers and undertake regular professional development programmes to improve personal knowledge skills and effectiveness.

Contribute to the development of policy and best practice. Where required work with managers to develop, operate and train others in new ways of working.

Provide accurate and timely operation of IT systems relating to client information, complying with practice requirements. Participate in the effective operations of quality assurance processes.

Impact

- Networking skills to build relationships
- Promotes the need for change and models this behaviour.
- Ability to use influence and persuasion to achieve objectives.
- Promotes the need for change and models this behaviour.
- Ability to use thoughtful judgement to manage complex service delivery.
- Ability to adapt to changing priorities.
- Advanced communication skills, including the ability to influence, negotiate and problem solve.

Knowledge / Experience / Skills

| | Essential | Desirable | |
|--|-----------|-----------|--|
| Knowledge | | | |
| Knowledge and understanding of Social Care practice as defined by Social Work England Guidelines, appropriate legislation and issues relevant to client group. | E | | |
| Understanding of social care resources and provision available beyond statutory agencies. | | D | |
| Awareness of government guidance and legislative changes across broad range of Social Service issues. | | D | |
| Experience | | | |
| Negotiates and implements effective plans for support, enablement, prevention, protection and monitoring, within department/government targets. | E | | |
| Evidence of partnership working with other agencies including Social Care Services, Health Services, Voluntary Agencies and/or Education. | E | | |

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| Offers practical suggestions and advice on long-term implications of alternative courses of action in relation to quality-of-service provision. | E | | |
| A variety of experiences working with relevant client group. | | D | |
| Supervisory experience (Essential for Experienced Social Workers). | | D | |
| Qualifications / Registrations / Certifications | | | |
| Possession of recognised Social Care Qualification – Degree in Social Work, Dip SW, CQSW, CSS or equivalent. | E | | |
| Registration with Social Work England. | E | | |
| Portfolio of evidence demonstrating achievements against the Professional Capabilities Framework for Social Workers. | E | | |
| Skills | | | |
| Able to make ongoing assessments of frequently complex client needs and associated risks and demonstrates knowledge and understanding of wide range of service options within budgetary framework/constraints. | E | | |
| IT skills to enable effective input, manipulation and retrieval of data and information. | E | | |
| Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016). | E | | |
| Working Conditions | | | |
| We recognise the importance of a good balance between work and home life so we do everything we can to accommodate flexible working including some working from home and office working. | | | |
| Working Arrangements | | | |
| This post is countywide, and the post holder will be expected to travel across Somerset and occasionally into neighbouring authorities, the team meets at various bases in Somerset for in person weekly team meetings. | | | |
| Corporate Responsibilities | | | |

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Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.

Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: 28th May 2024