



**Job Profile and Working for Stockport Council**

Our Council

Our employees are our **greatest asset**. We’re proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

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| **Role:** |  | Out of Hours Social Worker |
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| **Service Area:** |  | Stockport Family and Adults |
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| **Directorate:** |  | Services to People - Childrens |
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| **Salary Grade:** |  | SO2 (+20% OOH enhancement) |

**About the Job**

**Main Purpose of the Job**

As a Social Worker within Stockport’s Out of Hours Team you will be required to provide social work support and intervention to people living in Stockport, who are in need of support and/or protection, outside of normal office hours. The function of the team can span across all aspects of social work activity, including delegated responsibility for making decisions about the level of intervention needed outside usual business hours. Activity includes statutory social work functions such as Section 47 investigations, decision making, safeguarding adult investigations, placement of children (including pace beds) and adults in residential care, completion of welfare visits and checks.

**Key Responsibilities**

* To ensure an effective response to children, young people and adults in need of social work intervention when incident of concern or crisis arise outside of usual business working hours.
* To have demonstrable knowledge of child protection, safeguarding children and adults, early help and care of looked after children and apply this to practice within the Out of Hours Service.
* To keep abreast of new legislation and methods of work across Children’s Services and Adult Services.
* Using professional judgement employ a range of interventions ensuring safety whilst balancing rights and risks.
* To be responsible for identifying the need to initiate s47 children protection investigations and adult safeguarding investigations, including leading on the co-ordination and chairing of multi agency strategy discussions.
* To make effective use of delegated responsibility to make immediate case decision to keep children and adults safe and call in for the oversight of senior management team on call in line with service lead on call terms of reference.
* To work as part of a team within the Out of Hours Service and contribute to the learning of others
* To keep accurate and timely records in line with local and statutory requirements.
* To ensure that service user views and the voice of the child and adult is incorporated into all your work.
* To be a champion for Stockport Family and the principles of restorative approaches and of quality conversations, collaboration and minimal points of transfer
* To work collaboratively and creatively with other agencies to coordinate interventions for vulnerable children and young people at times of crisis and need.
* Contribute to the development of an effective and well-functioning team by using emotionally intelligent social work practice i.e. self-awareness, interpersonal awareness, self-management and interpersonal relationship management.
* To practice and promote a culture which places children, young people and adults at the heart of the service, and recognise the complexity of identity and diversity of experience and apply this to practice
* To be a car driver
* To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
* To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.

**Additional Information**

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

**About You**

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

To work to the Council’s values and behaviours by:

* Keeping the people of **Stockport** at the heart of what we do
* Succeeding as a **team**, collaborating with colleagues and partners
* Driving things forward with **ambition**, creativity and confidence.

Showing value and **respect** to our colleagues, partners and customers.

* You will be Social Work England registered and have 3 years post qualifying social work experience in a fieldwork setting and ability to use initiative, work well under pressure and understand how to manage stress effectively
* Experience of child protection investigations and court work and also safeguarding adults particularly with key legislation across the piece
* Proven ability and experience of effective work and risk management, full knowledge of processes, procedures around safeguarding children and vulnerable adults
* Range of experience working with children and adults
* Ability to work out of hours in a flexible, responsive and safe way
* Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and carers, embracing Stockport’s restorative practice principles
* Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice
* Awareness of the appropriate IT systems and are aware of how to access and update these systems duplicating the process and use appropriate formats required in the day
* Positive commitment to further training and self-development
* Completed or working toward completion of post qualifying award
* Supporting colleagues and undertaking joint working if necessary
* Managing Resources
* Developing and Maintaining Effective Working Relationships
* Personal Effectiveness/Organisation
* Informing and Making Decisions