

Social Worker (Children with Disabilities)

Role Profile

Service: Children's Services
Grade: Band 7 (Level 2) and Band 8 (Level 3)
Reporting to: Service Manager
Responsible for: No direct reports



About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

Our vision: Working together to build the best future for all our communities / everyone in Trafford.

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It's about people living healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.



Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

At Trafford Council we are EPIC

We EMPOWER – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We are PEOPLE CENTRED – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

We are INCLUSIVE – We are committed to creating an environment that values and respects the diversity and richness differences bring

We COLLABORATE – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

Your Main Priorities

- To provide an efficient and effective social work service to children in need and their families. Working as part of a multi-agency team with children, young people and their families and providing support so that vulnerable children can remain within their families wherever possible.

Key duties

- To provide a purposeful, professional social work service within a multi-agency team to children in need and their families, including the assessment of their needs, in accordance with statutory requirements and within the service procedures/guidelines.
- To use the Department of Health Assessment Framework to undertake assessments in order to plan for children and young people and be able to analyse need and risk.
- To work directly with families employing a range of social work knowledge and skills to identify and assess individual children and young people's social, emotional, educational, occupational, recreational and cultural needs.
- To act as a mediator and advocate on behalf of the child/ young person /family and society in general with a view to resolving and /or reducing problems and or conflict.
- To participate in the organisation and administration of the work of the post to ensure the provision of services are completed.
- To assess, evaluate and review programmes of work with children, young people and families including the coordination of services to children who are the subjects of multi-agency protection plans or who are children in care.
- To ensure that professional registration with HCPC is maintained and to undertake appropriate training to ensure continued registration.
- To work in partnership with colleagues within the multi-agency service and with external agencies, to ensure plans for children are implemented.

About You

Qualifications and Professional Development

- A recognised Social Work qualification e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent or have undertaken a Social Work qualification and are awaiting the results within an agreed timescale
- Child Protection and Anti Discriminatory Practice training
- Health Care Professions Council - Applicants should be registered with the HCPC
- Positive commitment to further training, self-development and willingness to undertake training

Experience and Knowledge

- Experience of working with children and young people in care as a practitioner
- Experience of field social work
- Experience of working with children and young people with disabilities and their families
- Good understanding of key legislation, regulations, guidance and frameworks in relation to children in care and care leavers
- Experience of multi-agency working in relation to meeting children, young people and family needs paying full regard to information sharing protocols and best practice
- Good understanding of the multi-agency roles and responsibilities in relation to child protection and working knowledge of Working Together 2006 and local multi-agency Child in Need / Child Protection procedures
- Broad understanding of the multi-agency referral and assessment process
- Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice paying particular regard to restorative approaches with children and families
- Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families
- Range of experience working with children and families
- Experience of working with complex situations with a focus on problem solving

Skills and abilities

- A willingness to be flexible in a changing environment
- Ability to work with a wide range of professionals, external partners and stakeholders
- An ability to effectively engage and communicate with children and young people and their families

- Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and carers
- The ability and willingness to work some irregular hours and some evenings
- Conflict resolution skills
- Demonstrable knowledge, experience and skill in social work assessments
- Ability to undertake detailed holistic assessment of children, young people and their families.
- Ability to write clear and concise reports, to maintain case records and to fulfil administrative requirements
- Ability to work in an unpredictable environment and confidently assess risk and children's needs
- Ability to prioritise, meet deadlines and problem solve on a daily basis
- Demonstrated commitment to anti-oppressive Practice

Special Conditions

- An Enhanced DBS with Children's Barred List is required
- Ability to drive and use of a car (alternative arrangements will be made for disabled applicants who are unable to drive due to their disability)

Date prepared/revised: Aug 2019

Prepared/revised by: JMT

Health and Safety

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

Equalities & Diversity

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

Customer Care

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.