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| |  | | --- | |  | | **Social Worker**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Social Worker  **Service Area: Stockport Family**  **Directorate: Services to People**  **Team: locality teams** | Salary Grade: SO2 |
| **Post Reports to: Locality Team Leader**  **Post Responsible for: No line management responsibility** | |
| **Main Purpose of the Job:**  To work in a locality social work team, providing social work services to children in need (team around the child), children subject to a child protection plan and children looked after.  In Stockport Family the locality social work role is to support the child and family from first assessment to the completion of the social work role, to minimise transfer points and optimise relationship building.  The locality social worker also works in Stockport’s team around the school programme and provides a link social worker to a school or schools within the locality. | |
| **Job activities:** **Summary of Responsibilities and Key Areas:**   1. To ensure an effective, coordinated response to children, young people and families in need of social work support, either as a child in need (team around the child in Stockport), child in need of protection or a looked after child, including children who’s cases proceed to court proceedings. 2. To complete investigations, assessments; draw up plans and review the progress of the plans in accordance with agreed and statutory timeframes. 3. To work with others to secure the best outcomes for the children you are allocated to work with. 4. To identify and secure the most appropriate service to support and safeguard children and families. 5. To work as part of a team and within a locality to support and safeguard children. 6. To keep accurate and timely records in line with local and statutory requirements. 7. To be a designated link for a school or schools within your locality and to work with the team around that school to provide safeguarding expertise and support within the school community. 8. To ensure that service user views and the voice of the child is incorporated into all your work. 9. To work dynamically within Stockport Family and with partners to identify pathways for support for children and families, using strengths based principles 10. To be a champion for Stockport Family and the principles of restorative approaches and of quality conversations, collaboration and minimal points of transfer. 11. To practice and promote a culture which places children, young people and families at the heart of the service. 12. To work in accordance with legislative requirements and local, regional and national policy and procedures 13. To keep up to date with national and local developments relevant to the service area. 14. To work collaboratively and creatively with schools, colleges, other Local Authorities, other agencies, the voluntary sector and other groups to coordinate interventions for vulnerable children and young people. 15. To understand and embrace restorative practice and a strengths based approach to work with children, families and communities. 16. 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. 17. To have demonstrable knowledge of child protection, safeguarding children, early help assessment/team around the child and the care of looked after children and apply this to practice. 18. To perform any other duties that correspond reasonably with the general character of the post and that are commensurate with its level of responsibility. 19. To be a car driver or have the ability to get to visits and between bases in a timely manner. | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account. | |

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Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

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| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Statutory social work experience. | Essential |
| Working knowledge and understanding of child protection safeguarding children and issues in relation to looked after children. | Essential |
| Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families. | Essential |
| 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. | Essentials |
| Range of experience working with children and families | Desirable |
| Experience of working with complex situations with a focus on problem solving. | Essentials |
| Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and carers. | Essential |
| 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. | Essential |
| Demonstrable knowledge, experience and skill in social work assessments. | Essential |
| Ability to work in an unpredictable environment and confidently assess risk and children’s needs. | Essential |
| Ability to prioritise, meet deadlines and problem solve on a daily basis. | Essential |
| Demonstrated commitment to anti-oppressive Practice | Essential |
| A recognised Social Work Qualification. | Essential |
| Current (or pending) HCPC registration. | Essential |
| Positive commitment to further training, self-development and willingness to undertake training | Essential |
| 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) | Essential |
| TO BE INCLUDED WHEN THE ROLE IS COVERED BY THE FLUENCY DUTY (SEE GUIDANCE ON ENGLISH LANGUAGE REQUIREMENT ON CONNECT)  The ability to converse at ease with service users/customers and provide advice in accurate spoken English. | Essential |