

## Supervising Social Worker Trafford No Wrong Door Hub

**Service:** Children's Social Care

**Grade:** Band 7/Level 2, Band 8/Level 3

**Reporting to:** Service Manager Fostering and Adoption

**Responsible for:** N/A



### We Have

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.

## A day in the life

'A day in the life' section of 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.

No Wrong Door is an integrated service for adolescents with complex needs that brings together a team of specialists working together through a shared practice framework.

The No Wrong Door model centres around a Hub with residential options, designed to provide intensive short term interventions for young people to prevent entry into care, escalation to long term care, prevent placement breakdown, or facilitate placement step downs. The model employs staffing and support from foster carers, social care, education, police, housing and health professionals.

The continued recruitment and retention of foster carers is essential to the 'Hub' being able to offer a range of different types of fostering.

The 'you have' section explores what qualifications and experience you will need for the role and the 'your strengths' section is where you can tell us about what skills and knowledge you can bring with you to succeed in the role.

We are a values based organisation, so reflecting our values in your evidence will support your application.

### **Your Main Priorities**

- To work as part of a multi-agency team and provide a service that meets the needs of children and their families as well as those of prospective and approved foster carers.

### **Key duties**

- The recruitment, assessment, approval, support and supervision of foster carers
- Prepare and present assessments for the fostering panel
- Work within the Hub to match placements for children appropriate to their needs
- The identification, preparation and implementation of training for prospective and approved carers
- Provide on- going support to approved carers, both prior, during and after placement
- Keep up to date and organised case files in line with departmental policies
- Respond to the receiving and processing of referrals, answering queries from the general public and supporting Hub carers

whose Supervising Social Workers are unavailable

- Liaise and consult with colleagues within the Hub and with the Family Placement Team
- Participate in placement planning meetings, case conferences and children's reviews
- Keep abreast of overall developments in Social Work practice and to contribute to the development of the Service
- Undertake any other duties commensurate with the grade as required by the needs of the service.

## You Have

- A Level 2 Social Worker will be eligible to apply for progression to Level 3 once they have 2 years post qualifying experience. Progression will also be subject to an internal assessment procedure.
- A recognised Social Work Qualification (CQSW, CSS, DipSW, Degree in Social Work)
- Registration with the Health Care Professions Council (HCPC)
- Experience of working with children and families
- Experience of the assessment and evaluation of individual and family functioning
- Experience of identifying and meeting the training needs of carers
- Knowledge of relevant legislation such as the Children Act 1989, Children Act 2004, Fostering Services Regulations and National Minimum Standards for Fostering Services
- Awareness of the role of Family Placement within a range of options for children
- Knowledge of a range of types of foster care, e.g. contract, respite, remand, special schemes, etc.

## Your strengths

- 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
- Conflict resolution skills
- Ability to relate to and work with adults in the assessment for and provision of a resource for children
- Ability to work flexibly within the overall objectives of the Trafford No Wrong Door Hub and Family Placement Team and to manage and prioritise own caseload appropriately
- Ability to write clear and concise reports, to maintain case records and to fulfil administrative requirements

<ul style="list-style-type: none"> <li>• A good understanding of both individual and family functioning within the context of race, culture and previous life experience</li> <li>• Knowledge of sexual and physical abuse and physical and emotional deprivation</li> <li>• Current full driving license and access to a car</li> <li>• The ability and willingness to work some irregular hours and some evenings</li> <li>• This post is subject to a DBS check</li> </ul>	
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Date prepared/revised:

Prepared/revised by:

### **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.