

Candidate Information Pack

Social Worker (Duty & Locality)

Advert

The role

We are looking for enthusiastic, innovative and committed Social Workers to join us in our duty and locality teams. The duty team will take cases from the point of referral, complete assessments, strategy meetings, initiate legal proceedings and PLO where required and the case will then transfer to our long term team thereafter. The long term teams will work with children and families needing longer term support under Child in Need, Child Protection, Public Law Outline and Care Proceedings.

About you

You will be newly qualified or experienced Social Worker with previous child care social work experience. With good needs assessment and risk assessment skills you will be able to work effectively in multi-disciplinary system, as well as in a team across the service and with other agencies.

Why work for us?

Our new staff are telling us that the refreshed Children's Services induction programme is GREAT and the most comprehensive they have seen.

We are also really proud to hear that staff are feeling valued and included:

- No case allocation during your first two weeks
- Dedicated time to observe practice and complete introductory learning and development
- Induction buddy programme
- Dedicated support for your professional development from an ASYE Practice Manager

You will receive regular supervision and work in a supportive culture where we are ambitious about delivering effective social work practice and supporting you to be the very best you can be.

Be that difference and find out more information why you should work for us [here](#)

For further information or informal discussion please contact Daniel Murphy, Service Unit Manager, on 0161 342 4366 or daniel.murphy@tameside.gov.uk.

Click [here](#) to download the dscvr mobile app today to discover what Tameside has to offer.

About Tameside Children's Services

Children are at the very heart of what we do in Tameside and we are currently investing in and growing our Social Work teams so that we can provide the best possible service for our children and their families. We very much value our committed and passionate workforce that supports strong families and an engaged community.

What we offer our staff

We recognise that our staff are our most important resource and asset. In Tameside, our values underpin our practice and behaviours and they are at the heart of everything that we do:

Support • Trust • Respect • Integrity • Value Difference • Engage

With a great ASYE support offer, regular supervision and a supportive culture we are ambitious about delivering effective social work practice and supporting our staff to be the very best they can be. We actively listen and engage with our staff and act on feedback in a variety of ways through having regular team meetings, employment engagement sessions, focus groups and staff surveys.

Our comprehensive workforce development programme provides lots of opportunities to help our staff grow and develop their careers. Our Social Workers tell us that the peer support is second to none. We genuinely care about the wellbeing of our staff and amongst other things, we offer flexible working opportunities to support work life balance as this helps us have a happy and stable workforce.



Tameside Social Worker Benefits Package

In Tameside we really like to look after our staff and also offer a fantastic range of employee rewards and benefits, including:

- Effective induction programme, which includes **no cases allocated during your first two weeks**
- Supportive teams and a great, friendly working environment
- Fantastic peer support - Buddying & Mentoring
- Social Work teams centrally located together
- A high standard of professional supervision and a focus on supporting professional development
- Development and implementation of the 'Signs of Safety' casework practice model
- Manageable caseloads to enable reflective practice
- Health & Wellbeing support
- Free access to **200+ online training courses**
- Annual appraisal scheme
- Comprehensive workforce development programme
- Robust supervision model
- AYE practitioner forum
- AYE enrolment on University qualifying programme
- Practice Educator Payment

To discover further rewards and benefits, visit -

<https://www.tameside.gov.uk/childrensocialcarejobs>



Social Worker (Duty & Locality) Job Description

Working arrangements:

Hours to be worked flexibly to meet the needs of the service

Post Objectives:

To promote and safeguard the welfare of children in need and children in need of safeguarding by means of an effective assessment of need and the co-ordination and provision of appropriate services.

Main duties and responsibilities:

- To carry out assessments of children in need, including those in need of protection and looked after children.
- To co-ordinate service provision to meet the needs of those children.
- To carry out reviews and statutory visits in accordance with statutory and service procedures.
- To carry out direct work with children and their families in order to meet their assessed need.
- To respect and promote the identity needs of children arising from their cultural, religious and linguistic background.
- To engage parents, carers and children in meaningful and open working relationships, to encourage their full participation in meeting the needs of the children.
- To support the development of parents and carers as required in order to achieve best outcomes for the children.
- To undertake such work jointly with colleagues within the service and from other agencies in appropriate cases.
- To observe all statutory regulations
- To meet the Professional Registration Standards set by Social Work England.
- To prepare and present information (both written and oral) to Panels, the Court and other agencies.
- To maintain accurate, up-to-date records on all work carried out and to ensure good and effective communication with other professionals involved.

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- To attend all regular supervision sessions with the Team Manager as required, taking an active part and preparing for each meeting.
 - To participate in all training as required and to ensure that you undertake Continuing Professional Development.
 - To observe all Council and service policies and procedures in respect of administration and professional practice.
 - To contribute to policy making within the service and to the evaluation and review of services.
 - To undertake such duties commensurate with the level of responsibility for this post.

Tameside Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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Person Specification

Note to applicants

Whilst all points on the specification are important, those marked “Essential” are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you may not be invited for interview.

1. Educational standard/qualifications/membership of professional body	Category
Professional Social Work Qualification – Social Work Degree or DipSW	Essential
Registration with professional association – Social Work England	Essential
Full driving licence	Desirable
2. Experience	
Direct work with children including children who have been abused	Essential
Work with parents and carers where abuse has occurred	Essential
Child care social work experience	Essential
Experience of court and statutory proceedings	Desirable
Experience in joint working arrangements with other agencies	Desirable
Experience of working with looked after children and their carers	Desirable
Experience in assessment, recruitment, and support of substitute carers/adopters	Desirable
3. Key Skills	
Skills in needs assessment and risk assessment	Essential
Ability to work effectively in multi-disciplinary system	Essential
Ability to work in a team across the service and with other agencies	Essential
Ability to communicate openly and with integrity with children, parents, carers and professionals	Essential
Ability to maintain up-to-date accurate information using an IT database	Essential

Ability to relate and communicate with children and young people positively	Essential
Ability to communicate effectively in writing and produce good quality reports	Essential
Able to present information to public and groups	Essential
Ability to fulfil all spoken aspects of the role with confidence through the medium of English	Essential

4. Key knowledge

Understanding of theory of child development	Essential
Understanding of theory of communication with children and families	Essential
Understanding of Children Act 1989 and 2004, Children and Adoption Act 2002, Working Together, child care law and wider legal basis for Social Work intervention	Essential
Knowledge and understanding of child protection procedures	Essential
Understanding of anti-discriminatory practice	Essential
Understanding of the mental health needs of looked after children	Essential
Knowledge of complex family functioning	Essential
Understanding of counselling theory	Desirable
Knowledge of Fostering and Adoption Service regulations/guidance	Desirable

5. Key aptitude and personal qualities

Ability to be non-judgemental and awareness of impact of your own values	Essential
Ability to be assertive and personally resilient	Essential
Ability to seek out and develop own learning	Essential

6. Specialised training

Post qualification training, For example, Achieving Best Evidence, Adoption Act, Fostering Regulations etc	Desirable
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Categories

(E) essential requirement without which the candidate would be unable to carry out the duties of the post

(D) desirable features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience, etc.

Working for Tameside Council

Tameside is a great place to live and work and is one of the highest performing council's in the country, being awarded LGC's 'Council of the Year' in 2016.

The area boasts fantastic schools and affordable housing set in stunning countryside - and it is just a 10-minute train journey from Manchester city centre!

Our People Plan

At Tameside, we recognise that our people drive our success and enable the organisation to deliver on its vision, purpose and priorities; and that our people are our most important resource and asset. We continually strive to be an employer of choice, where employees feel valued, listened to and know their contributions really matter.

Our People Plan plays a critical role in embedding our values and behaviours, which will enable transformational change, whilst driving continual improvement in delivering our priorities. We pride ourselves on living by our STRIVE values of Support, Trust, Respect, Integrity, Value Diversity and Engage. Our values underpin our practice and behaviours and are at the heart of everything that we do. How we do things are just as important as what we do.



About the role

Contract Type: Permanent

Salary: Grade H. Scale 29 - £37,336 to Scale 34 - £42,403 with a professional bar at Scale 31- £39,186**

Hours: 36 hours per week (flexible working options are welcome)

Base Location: Tameside One, Market Place, Ashton-Under-Lyne, OL6 6BH

This post is a designated customer facing role under the fluency duty and requires a specified level of spoken English in the person specification.

This post requires an Enhanced DBS Disclosure.

All appointments will be to the bottom salary point in the grade with annual incremental progression each April until the grade maximum is reached. Where an individual can provide evidence that their existing salary in a relevant role surpasses the grade starting salary, a higher entry salary will be considered, subject to the professional grade development criteria also being met if that point is higher than the bar point.

** This post is classified as being in a professional job category. As such the grade for the job has a professional grade development bar which employees can progress through subject to meeting the following criteria:

1. Relevant professional qualification for the job role at Level 6 or above, AND
2. Minimum of 2 years post qualification experience in the role, AND
3. Maintained membership of a regulated body where this is a requirement to practice in the role where applicable, AND
4. Professional standards practised to the highest expected level.



What our employees say about working in Children's Services

Nicola, Senior Practitioner:

"The people make this place special - everyone is always ready to support you and help you out. There are also lots of opportunities for training and career progression. I started as a newly qualified Social Worker here in Tameside and have since been appointed the role of Senior Practitioner, which is great."

Debbie, a Head of Service who has worked for Tameside Children's Services for over 37 years:

"The whole of my career has grown and developed in Tameside supported by a friendly, hardworking and committed workforce."

MP, one of our 2nd year Social Workers:

"I have just completed my Assisted and Supported Year in Employment as a Social Worker at Tameside, and because of my protected caseload I have been given opportunities to grow and develop my practice. I have found that my colleagues at Tameside are kind, caring and passionate about the work they do, and the management are knowledgeable, approachable and very supportive."

Karima, ASYE Social Worker

"The support from my managers and my team as a whole is incomparable. As a new ASYE, it felt daunting. However, the support I got from my team gave me confidence that I could do the job. I was given complex learning opportunities that positively impacted my growth and experience. I am confident the new ASYEs that join will thoroughly enjoy working at Tameside as the support is unmatched."