

Job specification



Job title: Social Worker
Service: Children & Families
Grade: G9
Reporting to: Team Manager

Your job

This is an amazing opportunity to support our most vulnerable children and families. You will be a qualified social worker, who relishes the opportunity to work in a fast paced, creative and supportive environment.

Here at Wigan Council, we believe our workforce is our greatest asset and we will ensure you have the right support and a positive working environment to deliver outstanding social care to children, young people and families.

We believe that looking out for our young people and supporting families is a key priority for the future. Our children and young people have told us how important it is for them to feel safe, to have access to things that interest them and be proud of their local area. We want our young people to thrive, be proud to call the borough of Wigan home and see it as a safe and vibrant place to grow up in. We want them to be happy and to continue to feel connected with the borough as they grow into adults, with opportunities to live, work and raise their own families here. We want you to help us to achieve our goals. You will work directly with children, young people and families to build and maintain empathetic and person-centered relationships that facilitate change and encourage permanence whilst also working closely with other children's services and partners.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

On an ongoing basis you will:

- Provide high-quality social work practice to improve outcomes for children.
- Ensure that practice is underpinned by the Deal principals and BeWigan behaviours and our practice standards, and that the Signs of Safety model is embedded in our work with children and families, by championing this model.
- Recognise strengths, vulnerabilities and attitude to change to help keep children, young people and their families healthy, happy and safe.
- Ensure child-focussed assessments clearly bring out the voice of the child and they are reviewed regularly.
- Manage a complex case load, regularly undertaking bespoke direct work with children and families to help address identified individual support needs and reduce the risk of harm.

- Build and maintain close working relationships with partners including Start Well, education services, police and the NHS.
- Maintain up to date, detailed and accurate records of all cases through Liquid Logic and other recording tools, ensuring these are purposeful and jargon free.
- Attend court as and when necessary.
- Contribute to the overall development of services for children and their families.
- Embrace opportunities to learn, grow and develop your Social Work career.
- Uphold and promote the high standards of the social care profession outlined in Social work England standards and maintain your Social Work registration in line with statutory regulations.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:-

- A Social Work qualification such as Social Work Degree, Diploma in Social Work, CQSW, CSS or equivalent qualification and current Social Work England registration.
- Experience of working with children and families in need of help and protection, using a strengths-based approach.
- Experience of working with a broad spectrum of services within the field of social work with children and families either through social work experience or through training.
- Resilient nature with the capacity to recover quickly from difficult situations.
- Knowledge and understanding of relevant legislation with its implications for the delivery of social work services to children and families.
- Highly developed interpersonal and caring skills in order to meet the very demanding needs of children, young people and their families.
- Excellent analytical and judgemental skills to analyse and interpret complex information or situations and to solve difficult problems or develop solutions and plans.
- Good time management skills with the ability to work to deadlines and re-organise the workload to meet conflicting demands.
- Experience of partnership working with education services, NHS, police and Start Well.
- Experience of working with IT packages and case management systems such as Liquid Logic.
- A commitment to equality, diversity and inclusion.

To work in a locality, duty and Children in Care team:

- Ability to travel across borough and GM area either through use of a vehicle insured for business use or using public transport.
- Ability to access private homes including those on multiple floors.

Of note, for all Newly Qualified Social Workers (NQSW), progression to scp 31 and beyond is subject to satisfactory completion of the assessed and supported year in employment (ASYE).

Our culture

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

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Be Kind... be helpful, generous and thoughtful towards yourself and others

#TeamWiganDeal

Together we will

Deliver Deal 2030, working alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

We will



Genuinely care for you and your wellbeing.



Champion a culture that inspires you to thrive.



Listen and engage with you to bring your ideas to life.



Celebrate your contribution and support you to reach your goals and aspirations.

I will



Look after my wellbeing and be kind to myself and others.



Work with others across #TeamWigan to be courageous, innovative and embrace technology.



Share my ideas and be accountable for making things happen.



Own my development and let my passion and positivity shine through.