

## Candidate Information Pack

### Children with Disabilities Social Worker



# Advert

## The role

As children with disabilities social worker, you will be joining a multi-agency team supporting disabled children and their families. You will be working alongside colleagues from multi-disciplinary professions including health and education who are also passionate about delivering the best possible services for disabled children.

Your role will include undertaking assessments underpinned by the Signs of Safety Model, child focused plans and reviewing short break care packages. Your caseload will range from child in need and child protection to looked after children where you may be working with a child until they reach 18 years of age and coordinate their transition to adult services

## About you

We are looking for an experienced social worker who can undertake effective assessments of need in an innovative way with the ability to co-ordinate the provision of the appropriate services

## About us

We recognise that our staff are our most important resource and asset.

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.

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

- Minimum of 28 days leave each year, with the option to buy additional leave
- 36 hours working week
- Health and wellbeing support
- Salary sacrifice schemes
- Family friendly policies, including maternity, paternity and adoption leave
- Access to the Local Government Pension Scheme
- Discounts at local shops, health & fitness clubs, restaurants and much more

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

For further details about this role or informal discussion, please get in touch with Kerry Dalston, our Team Manager on 07970 027 462 or [kerry.dalston@tameside.gov.uk](mailto:kerry.dalston@tameside.gov.uk)



# 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.





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# 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>



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# Children with Disabilities Social Worker

## 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 with additional needs, looked after children 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 with additional needs using a variety of communication methods including work with their families in order to meet their assessed need.
- To respect and promote the needs of children arising from their disability, racial, cultural, religious and linguistic background.
- To supervise children on behalf of Authority, as directed by the court.
- To recruit, assess and develop foster/kinship carers and adoptive parents as required.
- 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 disabled children.
- To undertake such work jointly within a multi-disciplinary team and from other agencies.

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- To observe all statutory regulations.
  - To meet the Standards set by the Social Work England and available at <https://www.socialworkengland.org.uk/standards/professional-standards/>
  - To attend meetings as required.
  - To prepare and present information (both written and oral) to Panels, the Court and other agencies.
  - To maintain up-to-date records on all work carried out and to ensure good and effective communication with other professionals involved.
  - 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.
  - 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.**

# Children with Disabilities Social Worker

## Person Specification

<b>1. Educational standard/qualifications/membership of professional body</b>	<b>Category</b>
Social work degree/CQSW/Dip.SW/CSS	Essential
SWE registration	Essential
Full driving licence essential unless precluded by disability when reasonable adjustments will be considered.	Essential
<b>2. Specialised training</b>	
Completed Assessed and Supported Year of Employment (ASYE)	Essential
Post qualification training	Desirable
Children Act training	Essential
Achieving Best Evidence training	Desirable
Adoption Act training	Desirable
Foster care recruitment training	Desirable
<b>3. Experience</b>	
Direct work with disabled children using a range of communication methods	Desirable
Direct work with children including children who have been abused	Desirable
Work with parents and carers where abuse has occurred	Desirable
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
Child care social work experience	Essential
Experience in recruitment, assessment and support of substitute carers/adopters	Desirable
<b>4. Key Skills</b>	
Skills in needs assessment and risk assessment	Essential
Ability to work effectively in a multi-disciplinary system	Essential
Ability to work jointly across the service and with other agencies	Essential
Ability to communicate openly and honestly with children, parents and carers	Essential

Ability to maintain up-to-date accurate information using IT database	Essential
Ability to relate with children with additional needs effectively	Essential
Ability to work as a member of a team	Essential
Ability to communicate effectively in writing and produce good quality reports	Essential
Able to present information to the public and groups	Desirable
Ability to fulfil all spoken aspects of the role with confidence through the medium of English	Essential

### 5. 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 relating to disabled children.	Essential
Understanding of counselling theory	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	Desirable
Family functioning and dysfunction	Essential
Knowledge of Fostering Service regulations/guidance	Desirable
Knowledge of Adoption Service regulations/guidance	Desirable

### 6. Key aptitude and personal qualities

Ability to be non-judgemental	Essential
Aware of self and own values	Essential
Ability to be assertive	Essential
Self confidence and personal resilience	Essential
Clarity of thought	Essential
Ability to seek out and develop own learning	Essential

### For information:

#### Category

(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

**Base Location:** Jubilee Gardens, Gardenfold Way, Droylsden, M43 7XU

This post requires an Enhanced DBS Disclosure.

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

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.

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





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# 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."