

Job specification



Job title: Social Worker – Family Safeguarding Team
Service: Children and Families
Grade: G9
Reporting to: Team Manager

Your job

You will have highly developed interpersonal, and communications skills that will help you to meet the needs of children, young people, and their families, and you will be able to motivate and empower children and families to reach and achieve their own solutions, by being kind and helping them make long-term sustainable family plans.

You will ensure that practice is underpinned by the Deal principals and our practice standards, and that the Family Safeguarding model is embedded in our work with children and families, by championing this model.

In Children's Social Care, we want to support all children in Wigan to be happy, healthy, and safe; to feel listened to and to have the maximum opportunities to be ambitious. We recognise that Social Workers have one of the most challenging but rewarding roles. We value our Social Workers; the fantastic work they do and the resilience they show by overcoming challenges every day.

You will be supporting the Team Manager in development, delivery, and review of services for children, young people, their families, and carers so that Wigan's vulnerable children are protected from significant harm and their life chances are maximised.

Post Qualifying Experience is preferable but not essential.

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:

- Work with and support vulnerable children and families to ensure best outcomes can be achieved.
- Work within a Family Safeguarding Model of practice
- Complete ongoing training and development
- Have monthly supervision.
- Hold a manageable caseload.
- 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.
- Have a good knowledge of relevant legislation and regulations.
- Recognise strengths, vulnerabilities, and attitude to change to help keep children, young people and their families healthy, happy and safe.
- Ensure visits and reports completed are child-focussed that clearly bring out the voice of the child.
- Build and maintain close working relationships with partners including Children in Care and Locality teams, Education services, Police and Health services.
- Be willing or have experience of being a part of a team Duty Rota
- 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.
- 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 or relevant experience/ a good understanding.
- You will be committed to continuous personal and professional development.
- You'll have enhanced your skills, through formal training and qualifications, so will be adept at supporting staff, the Team Manager, and wider services.
- You will have knowledge of relevant legislation. You will have excellent knowledge on local government frameworks and processes as well as relevant legislation and be used to working within high performing services that are well rated by Ofsted.
- 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 to meet the 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 partner agencies such as 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.

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.