**TAMESIDE METROPOLITAN BOROUGH COUNCIL**

**CHILDREN’S SERVICES**

**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 in need, 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 and their families in order to meet their assessed need.
* To respect and promote the needs of children arising from their 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 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 Standards set by the HCPC and available at <http://www.hpc-uk.org/apply/socialworkers/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.**

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**CHILDREN’S SERVICES**

**SOCIAL WORKER PERSON SPECIFICATION**

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| --- | --- |
| 1. **Educational standard/qualifications/membership of professional body**
 | **Category** |
| Social work degree/CQSW/Dip.SW/CSS | Essential |
| HCPC registration | Essential |
| Full driving licence essential unless precluded by disability when reasonable adjustments will be considered. | Essential |
| An ability to fulfil all spoken aspects of the role with confidence through the medium of English | Essential |
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| 1. **Specialised training**
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| Post qualification training | Desirable |
| Children Act training | Essential |
| Achieving Best Evidence training | Desirable |
| Adoption Act training | Desirable |
| Foster care recruitment training | Desirable |
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| 1. **Experience**
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| 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 |
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| 1. **Key Skills**
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|  Skills in needs assessment and risk assessment | Essential |
| Ability to work effectively in 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 related with children effectively | Essential |
| Ability to work as a member of a team | Essential |
| Ability to communicate effectively in writing and produce good quality report | Essential |
| Able to present information to public and groups | Desirable |
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| 1. **Key knowledge**
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| 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 |
| 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 |
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| 1. **Key aptitude and personal qualities**
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| 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 |
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| **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. |