



Stockport Council Job Description

**Post Title: Social Worker, Children's Social Care
(Aspire Complex Safeguarding Team)**
**Service Area: Stockport family, Children
Safeguarding and Prevention**
Directorate: Services to People
Team: Aspire Complex Safeguarding team

Salary Grade: S02 (SCP 32-37)

Post Reports to: Team Leader, Aspire Complex Safeguarding Team
Post Responsible for:

Main Purpose of the Job:

1. To work with children, young people and families where there are concerns regarding the following areas of risk: domestic abuse including forced marriage and honour based violence, child sexual exploitation, female genital mutilation, modern slavery, trafficking, radicalisation/extremism, and serious organised crime or other complex safeguarding risks.
2. To work with children and families to assist them to resolve their problems and adjust to or change their social environment to improve the quality of their life where the problems are complex.
3. To work in collaboration with the team leader, in the delivery of a service to agreed standards and with the authority's policies and procedures and within available resources.
4. To attend multi agency meetings and represent the team.
5. To work in collaboration with team leader, with Stockport Family colleagues, staff from other agencies and students, to achieve best outcomes for children, young people and families.

Job activities: Summary of Responsibilities and Key Areas:

1. Assess the need for social work service including the identification of risk and the need for protection, and determine the method of intervention.
2. Decide or advise on the use of appropriate services and/or other resources.
3. To understand and embrace restorative practice and a strengths based approach to work with children, families and communities.
4. Liaise and negotiate with other professional, statutory and voluntary agencies to ensure that the best possible service is provided for clients.
5. Manage an allocated workload within individual and departmental priorities and authority policies and in line with regulatory and legislative requirements.
6. Participate in duty officer rota systems.

7. Comply with the statutory obligations of the authority.
8. Maintain appropriate records of work undertaken and carry out required administrative procedures.
9. Prepare for, and attend supervision sessions and staff meetings and make use of all available training and development opportunities.
10. Contribute to the evaluation and developments of services and new ideas by sharing knowledge about theory skills and practice with other Stockport Family staff, professional groups and interested bodies.
11. Supervise students where appropriate.
12. To undertake any other duties as required and which are commensurate with this post and grade.

Additional duties:

To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.



Stockport Council Competency Person Specification

Post Title:

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview. Any interview questions, or additional assessments (tests, presentations etc.) will be broadly based on the criteria below.

Attributes	Competency	SCORE				Essential or Desirable	Selection method A=Application I=Interview T=Test
		0	1	2	3		
EXPERIENCE	Fieldwork practice experience (placement or previous post)					Essential	A/I
	Experience of child care (placement or previous posts)					Essential	A/I
	Experience of social work in other settings (paid or voluntary)					Desirable	A/I
	Experience of other work (paid, voluntary, home based)					Desirable	A/I
	Experience of working in partnership with other agencies					Essential	A/I
	Experience of working with children at risk of child sexual exploitation and other complex safeguarding area					Essential	A/I
	Experience of working with children and families at risk of Domestic Abuse					Essential	A/I
TECHNICAL SKILLS	Knowledge of the legislation in relation to children					Essential	A/I
	Awareness of the major issues in social work today					Essential	A/I
	Knowledge of the impact of child abuse on child development					Essential	A/I
	Knowledge of social work methodologies and evidence of ability to use them.					Essential	A/I
	Knowledge of the risk factors associated with domestic abuse, child sexual exploitation and , FGM, Modern slavery and trafficking, radicalisation/extremism, being groomed into serious organised crime, and interventions that can be used to reduce these risks					Essential	A/I
	Ability to build relationships with children, young people and					Essential	A/I

	families with complex needs who are difficult to engage						
	Knowledge of disability issues					Desirable	A/I
	Awareness of mental health issues					Desirable	A/I
	Knowledge of child care research					Essential	A/I
	Knowledge of stress management					Desirable	A/I
QUALIFICATION	Recognised social work qualification					Essential	A/I
	Broad educational base					Desirable	A/I
	HCPC registered					Essential	A/I
Generic Competencies (Please see further guidelines below)	Communicating Effectively					Essential	A/I
	Being Customer Focussed					Essential	A/I
	Effective Team Working					Essential	A/I
	Personal Organisation and Effectiveness					Essential	A/I
	Personal Development					Essential	A/I
	Making the Most of I.C.T.					Essential	A/I
ADDITIONAL FACTORS	Ability to drive and use of a car (alternative arrangements will be made for disabled applicants)					Essential	A/I
	Understands and actively supports Stockport Council's diversity and equality policy.					Essential	A/I
	To meet Stockport Council's standard of attendance.					Essential	A/I
	A willingness to be flexible in a changing environment					Essential	A/I

Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 – Exceptional