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| |  | | --- | |  | | **Post title**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/> |   green band epsStockport Council  **Job Description** | |
| Post Title: Social Worker  **Service Area: Aspire**  **Directorate: Children and Young People**  **Team: Aspire Complex Safeguarding Team** | Salary Grade: SO2 (SCP 26-31) |
| **Post Reports to: Team Leader**  **Post Responsible for:** | |
| **Main Purpose of the Job:**   1. To work with children, young people and families where there are concerns regarding risk of domestic abuse and child sexual exploitation or other complex safeguarding concerns. 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 PERSONAL DUTIES:**  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 responsibilities:**  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, standards of attendance, 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. | |

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Stockport Council

Competency Person Specification

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.

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| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Fieldwork practice experience (placement or previous post) | Essential |
| Experience of child care (placement or previous post) | Essential |
| Experience of working in partnership with other agencies | Essential |
| Awareness of the major issues in social work today | Essential |
| Knowledge of the impact of child abuse on child development | Essential |
| Knowledge of child care research, knowledge of the legislation in relation to children and knowledge of social work methodologies and evidence of ability to use them. | Essential |
| Knowledge of the risk factors associated with domestic abuse, child sexual and criminal exploitation and, FGM, Modern slavery and trafficking, radicalisation/extremism, serious organised crime, and interventions that can be used to reduce these risks. | Essential |
| Ability to build relationships with children, young people and families with complex needs who are difficult to engage | Essential |
| Recognised social work qualification | Essential |
| HCPC registered | Essential |
| Communicating Effectively | Essential |
| Personal Organisation and Effectiveness, Personal Development, Making the Most of I.C.T | Essential |
| Ability to drive and use of a car (alternative arrangements will be made for disabled applicants) | Essential |
| Understands and actively supports Stockport Councils diversity and equality policy. | Essential |
| To meet Stockport Council’s standard of attendance. | Essential |
| TO BE INCLUDED WHEN THE ROLE IS COVERED BY THE FLUENCY DUTY (SEE GUIDANCE ON ENGLISH LANGUAGE REQUIREMENT)  The ability to converse at ease with service users/customers and provide advice in accurate spoken English. | Essential |