

## Social Worker

## Role Profile

**Service:** Early Help and Children's Social Care Services

**Grade:** Band 7 (Level 2) - Band 8 (Level 3)

**Reporting to:** Practice Manager

**Responsible for:** No Direct Reports



**TRAFFORD**  
COUNCIL

## About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its

strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

***Our vision: Working together to build the best future for all our communities / everyone in Trafford.***

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It's about people living

healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.

## Our Culture



Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

**At Trafford Council we are EPIC**

**We EMPOWER** – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

**We are PEOPLE CENTRED** – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

**We are INCLUSIVE** – We are committed to creating an environment that values and respects the diversity and richness differences bring

**We COLLABORATE** – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

## About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

In Early Help & Children's Social Care, we are committed to delivering the right support at the right time, first time, and in the most effective way for children and families who need support. We aim to use the least intrusive approaches possible to safely ensure children grow up in an environment where they are safe, happy, have positive and secure relationships and are able to fulfil their potential.

Our young people have told us they value social workers who are good listeners, kind and empathetic who will work with them in an open and honest way and without being judgemental. In Trafford we are passionate about making a difference for children and support our social workers to work in partnership with families. We invest in continuing professional development to support our social workers to meet these challenges with confidence and creativity.

### **Your Main Priorities**

- To work in a strengths-based way using relational practice with children and families to promote a high challenge/high support environment and create a culture that delivers the best outcomes for children and young people.
- To provide an efficient and effective social work service to children in need of support and their families. Working as part of a multi-agency team with children, young people and their families and providing support so that vulnerable children can remain within their families wherever possible.
- To ensure children and their families receive the right level of support at the right time, to recognise risk and understand thresholds.
- To work with families who have complex problems and where statutory intervention is required under the guidance of line management.

## **Key duties**

- Provide a purposeful, professional social work service within a multi-agency partnership approach to children in need and their families, including the assessment of their needs, in accordance with statutory requirements and within the service procedures/guidelines.
- Understand and identify pathways for children at the right level for their need and that of their family
- Use the threshold agreement to identify risk, supporting partners working with families to manage risk and support change that safeguards children and can be sustained in their daily life.
- Undertake purposeful professional assessments with families which consider child's needs, presenting risks, and protective factors with clear analysis and plan to support the required changes change.
- Work directly with families employing a range of social work knowledge and skills to identify and assess the parents capability to meet each individual children and young person's social, emotional, educational, occupational, recreational and cultural needs to bring about sustainable improvement and better outcomes for children
- Keep all recordings up to date and child focused, reflecting the voice of the child and impact of their daily lived experience. Ensure there is clarity of the source of information and detail what is fact and what is professional judgement within appropriate timescales
- Ensure that all assessments and formal documents are completed accurately and are written clearly and concisely avoiding jargon. Assess, evaluate and review programmes of work with children, young people and families including the coordination of services to children who are the subjects of multi-agency protection plans or who are children in care and their families.
- Attend multi-agency meetings, reviews and conferences as required and represent the Local Authority in Private and Public Law proceedings.
- Ensure that professional registration with Social Work England is maintained and undertake at least the minimum professional development (CPD) to ensure continued registration.
- Work in partnership with colleagues within the multi-agency service and with external agencies, to ensure plans for children are implemented and outcomes are recorded.
- Engage in individual and group supervision with practice managers and practice leads.

- Mentor and/or supervise junior colleagues or students and facilitate individual and group supervision with team members.

## About You

### **Qualifications and Professional Development**

- A recognised Social Work qualification e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent or have undertaken a Social Work qualification and are awaiting the results within an agreed timescale
- Current Child Protection and Anti Discriminatory Practice training (newly qualified social workers would undertake this training as part of the role)
- Applicants must be registered with Social Work England
- Positive commitment to further training, self-development and willingness to keep up to date with research and the law

### **Experience and Knowledge**

- Level 2 will be newly qualified and in their assessed and supported year in employment (ASYE).
- Level 3 must have at least 2 years' post-qualifying experience working with children and young people in a statutory setting as a social work practitioner.
- Good understanding of key legislation, regulations, guidance and frameworks in relation to children and families including children in care and care leavers
- Experience of multi-agency working in relation to meeting children, young people and family needs paying full regard to information sharing protocols and best practice
- Good understanding of the multi-agency roles and responsibilities in relation to child protection and working knowledge of Working Together to Safeguard Children 2018 and multi-agency Child in Need / Child Protection/ Children looked after and care leavers statutory guidance and procedures
- Good understanding of thresholds of need and the impact of life events for children and young people and of the ways we work with families.

- Knowledge of relevant legislation and current social policy issues; and of different approaches to social work practice paying particular regard to trauma informed and restorative approaches with children and families
- Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families
- Demonstrable knowledge, experience and skill in social work assessments
- Range of experience working with children and families
- Experience of working with complex situations with a focus on risk management and problem solving
- Experience of using solution focused approaches in practice
- Experience of Pre-Proceedings, the Public Law Outline and Family or Youth Court experience newly qualified social workers would undertake this training as part of the role)

### **Skills and abilities**

- A willingness to be flexible in a changing environment.
- Ability to take responsibility for cases and hold risk
- Ability to work with a wide range of professionals, external partners and stakeholders
- An ability to effectively engage and communicate with children and young people and their families
- An ability to work in partnership with parents in a strength based relational way
- Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and Carers
- Conflict resolution skills
- Ability to embed a culture of strength-based approaches and to work “with” children and their families in an environment of high challenge and high support.
- Ability to undertake detailed holistic assessment of children, young people and their families.
- Ability to write timely, clear and concise reports, to maintain case records that are accessible to children and families and reflect children’s stories and experiences.
- Ability to work in an unpredictable environment and confidently assess risk and children’s needs

- Ability to prioritise, meet competing deadlines and problem solve on a daily basis
- Demonstrated commitment to anti-oppressive and anti-discriminatory practice

### **Special Conditions**

- DBS required
- Car User and willingness to travel outside of the Trafford area, if required
- Out of hours evening and weekend work, if required

Date prepared/revised: May 21

Prepared/revised by: Children's Redesign Team

Job Evaluation: Version

Control:

Version No.	Date	Description
V1	4.3.21	
Final	21.05.21	JOK remove draft and final check

### **Health and Safety**

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

### **Equalities & Diversity**

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

### **Customer Care**

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

### **Training and Development**

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

### **Policy**

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

### **Information Governance**

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.