

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Children's Social Care / Case Management & Transition
POST:	Social Worker 1, 2 & 3 – Locality Hub (East/North/West/Central)
GRADE OF POST:	Grade 10 – Newly Qualified – SW1 Grade 11 – SW2 Grade 12 – SW3 Subject to 2 years post qualifying experience
RESPONSIBLE TO:	Team Manager/Deputy Team Manager – Locality Hub

JOB PURPOSE:

To manage an allocated caseload to achieve positive outcomes for children/young people and their families, including child protection, children, and families in need of care and support and children who are looked after by the Local Authority.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Carrying out high quality care and support assessments of the needs of children and families at the direction of the Team Manager; Holding cases relevant to your post qualifying experience.
- To work with individuals, families, carer groups and communities to help them make informed decisions, enabling them to clarify and express their needs and contribute to service planning, undertaking direct work with children and young people.
- Working with other agencies and professionals in a co-ordinated manner to address the needs of children and their families, including preparing and participating in decision making forums.
- Working effectively as a member of a professional team, contributing to multi-disciplinary working, and assisting more experienced Social Workers in undertaking high risk and complex cases.
- Having case responsibility for looked after children, children subject to child protection and care/support plans.
- Working as part of a team duty system and contributing to the overall work objectives of the team.
- Creating and reviewing outcome-based care plans that address the needs identified in assessments following the Signs of Safety model of practice.
- Working with the legislative, regulatory and policy framework of the Safeguarding and Assessment Service.
- Identifying unmet need and drawing it to the attention of Managers in the Service and assisting in the collection of data as required.
- Taking responsibility, with Deputy Team Manager and the Team Manager, to maintain and develop professional practice, including identifying training needs.

- There is an expectation that this role may interchange with other Social Worker posts within the Safeguarding and Assessment service.

SW2 Grade 11 – As above plus:

- Being responsible for several cases of increasing complexity including increased support for cases with any court-related proceedings, with the opportunity for joint-working.
- Mentoring and supporting student social workers and social work assistants in their practice.

SW3 Grade 12 - As above plus:

- Supervision of Social Work Students and mentoring of less experienced staff.
- Provide advice and guidance to less experience social workers.
- To undertake sensitive, acute and complex child protection, family support and care experienced children's cases which will require regular court attendance.
- Lead joint working with less experienced Social Workers in complex cases.
- Routinely undertake complex assessments of high-risk cases and take lead responsibility for the formulation of risk management plans and court care plans.
- Working with families with complex situations and providing a strong response to identified needs and concerns. This will include:
 - Care and Support Assessments.
 - Child protection investigations and care planning and review.
 - Services to children who are looked after.
 - Other complex care and support work as required.
 - Care Proceedings.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#).

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Social Worker 1 & 3 – Locality Hub (East/North/West/Central)

The following attributes represent the range of skills, abilities, and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (Yes).

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • Social Work Degree or other Social Work qualification recognised by Social Care Wales. • Registration with Social Care Wales. • PQ – Consolidation Programme if qualified after April 2016. • 2 years post qualifying experience. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>For SW3 only</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Knowledge or experience of the Assessment Framework and interagency child protection procedures. • Knowledge of statutory responsibilities for children who are looked after and of current Policy, Statutory Guidance, and the Law as it is applied and effect people in the delivery of Social Care Services. • Experience of undertaking direct work with children and families in need. • Experience of caseload management. • Direct experience of complex cases. • Direct experience of writing risk assessments and court care plans. • Direct experience of court work. 	<p>Yes</p> <p>Yes</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p>	<p>Interview, application form and selection process.</p>
Skills & Personal Qualities	<ul style="list-style-type: none"> • Ability to form constructive working relationships with colleagues and other agencies. 	<p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Skills & Personal Qualities (continued)	<ul style="list-style-type: none"> • Ability to communicate clearly and effectively, present and comprehend complex information. • Ability to prioritise and take responsibility for workload management and performance. • Ability to assess and analyse risk in the widest context. • Personal and professional integrity. • Ability to work flexibly and proactively. • Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer-based records in line with government requirements. • Ability to make decisions appropriately. • Excellent skills in investigation and assessment. • Capacity to problem solve whilst working under pressure. • Driving license with access to vehicle. • Ability to communicate through the medium of Welsh. 	<p>Yes</p> <p>Yes</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>