

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Childrens Social Care
POST:	Consultant Social Worker – Signs of Safety
GRADE OF POST:	GR13
RESPONSIBLE TO:	Principal Officer – Social Work Transformation

Job Purpose

To work alongside the Principal Officer – Social Work Transformation in the implementation of Signs of Safety within Children’s Social Care to ensure this strengths based, solution focussed practice framework is embedded within the practice in all teams.

To facilitate peer supervision, as well as provide mentoring and support with visits, case mapping and family meetings.

To work with the Principal Officer – Social Work Transformation to strengthen and develop service wide knowledge and use of Signs of Safety by modelling good practice and collaborative working with children, young people, families, carers and partner agencies.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- To work with the Principal Officer – Social Work Transformation in relation to embedding Signs of Safety practice across Children Social Care by developing the skills and knowledge of others and achieving the organisational and practice goal of the practice framework.
- To carry out joint visits with Senior Practitioners and Social Workers and support Team Managers by providing coaching, mentoring, professional advice/guidance and peer supervision, to embed the Signs of Safety ethos into the service for children and their families.
- To support the Principal Officer in delivering briefings with partner agencies to support and strengthen the knowledge and interest in Signs of Safety.
- To support newly qualified Social Workers and staff induction with understanding and awareness of the practice framework.
- To support the Principal Officer – Social Work Transformation and Workforce Development Manager in identifying any gaps and training needs in relation to signs of safety.
- To develop and influence working relationships with partner agencies, which support and promote the ongoing development of Signs of Safety with Partner agencies.

- To provide one to one reflective case discussions with staff to develop their skills and confidence in the use of Signs of Safety as their practice framework.
- Undertake joint working with Social Workers in complex cases.
- To provide feedback to the Principal Officer – Social Work Transformation about the strength of practice within each team. To maintain good knowledge from research and learning and engage in a range of projects, quality assurance, analysis of performance information to identify gaps and strengths in practice and make recommendations for improvement.
- To working with the legislative, regulatory and policy framework of the Safeguarding and Assessment Service.

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 and Quality Team or IAA and Safeguarding Team.

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 a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Consultant Social Worker – Signs of Safety

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.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • Social Work Degree or other Social Work qualification as recognised by Social Care Wales. • Registration with Social Care Wales. • PQ – Consolidation Programme if qualified after April 2016. • Practice Educator qualification, e.g. PQ6 EPL. 	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • At least 3 years post qualification experience in children’s social work. • Knowledge and Experience of Signs of Safety methodology tools and practice. • A sound understanding and Knowledge of legislation underpinning Childrens Social Care. • A sound understanding and Knowledge of Wales Safeguarding procedures. • Experience of working with families including undertaking assessments and developing family plans to support and safeguard children. • Experience of working in partnership with other services/ agencies to achieve positive outcomes for children and young people . • Experience in providing, coaching and support to others including supervision of staff 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Knowledge & Experience (continued)	<p>such as students, social workers and/or practice teaching to develop and mentor others.</p> <ul style="list-style-type: none"> • Experience of delivering presentations and briefings to Professionals and partner agencies. • Experience of caseload management. • Direct experience of working with children and young people who have complex needs. • An understanding of the equality duty of public bodies. • Direct experience of writing risk assessments and court care plans. • Direct experience of court work. 	<p>Yes</p>	<p>Interview, application form, and selection process</p> <p>Interview, application form, and selection process.</p>
Skills & Personal Qualities	<ul style="list-style-type: none"> • Ability to for, constructive working relationships with colleagues and other agencies. • 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 . 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <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 help others learn and develop by delivering training, offering advice, motivating, mentoring and supporting Senior Practitioner/Social Workers. • Driving licence with access to a vehicle. • The ability to communicate through the medium of Welsh. 	Yes	Interview, application form, and selection process