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## Job Description

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| **Department:** | **People’s and Communities** |
| **Division/Section:** | **Children Services - Fostering** |
| **Job Title:** | **Senior Social Worker** |
| **Post No:** |  |
| **Grade:** | **GR11** |
| **Reports to:** | **Team Manager** |
| **Job Purpose:** | 1. **Within the chosen service area to carry a complex workload reflecting high levels of risk, uncertainty and challenge, in line with the capability of an experienced social worker with a minimum of two years’ post qualification experience in a social work role. To have responsibility for mentoring and supporting practice development of less experienced social workers. Regular supervision will be in accordance with the departmental supervision policy.** 2. **To work within the legislative and procedural framework of Peterborough City Council.** 3. **To work collaboratively with children, young people and their families/carers to assess their needs and plan and deliver services in accordance with the social work team’s service area.** 4. **To model best social work practice in a manner consistent with the overall vision and aims of the service.** 5. **To lead and contribute to the development of the service area.** |
| **Does the post**  **involve working**  **in regulated or**  **controlled**  **activity with**  **children or**  **vulnerable**  **adults?**  **CRB Check**  **applicable?** | **Regulated**  **Enhanced X** |
|  | **Is post exempt under the Rehabilitation of Offenders Act  1974 in respect of declaration of spent convictions?**  **Yes ☐ No ☐** |
| **Line Management responsibility for:** | **No. of direct reports: None  No. of indirect reports: None** |
| **Size of budget:** | **Nil** |

### **Main Duties and Responsibilities:**

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| 1. Work in partnership with children, young people and their families/carers and, through building effective relationships, to elicit their needs and views and promote participation in decision making. Communicate skilfully and confidently in complex or high risk situations, applying an understanding of the benefits and limitations of partnership work. 2. Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service. Anticipate, assess and manage risk to children and young people in more complex situations and produce high quality assessments. 3. Plan, implement and review a range of interventions for children, young people, families/carers in accordance with statutory/regulatory and operational standards, policy and procedures for the service. 4. Manage a complex workload independently, establishing a network of internal and external colleagues from whom to seek advice and expertise. Model and help others with effective workload management skills. 5. Participate in the out of hours Foster Carers Support Line rota providing essential guidance and advice to the Fostering Community in Peterborough. This requires liaising with the Council’s Emergency Duty Team and timely recording of activity undertaken on the carers and child’s electronic records. 6. Engage in regular supervision and participate in regular performance reviews through the Our Conversations process. Make pro-active use of supervision to support effective practice, reflection and career development and to meet the objectives. 7. Maintain accurate, up to date records safely and confidentially in accordance with the Council’s policies and procedures. Produce succinct, well-structured records and reports, clearly recording and reporting analysis and judgements. 8. Pro-actively engage with colleagues and a range of organisations to identify, assess, plan for and support the needs of children, young people, families/carers in order to promote positive change and independence, whilst demonstrating confident and effective judgement about risk to children and young people. 9. Play a leading role in practice development within the team, through mentoring and modelling good practice in assessment, interventions and inter- professional and inter-agency work. 10. To carry out all duties in accordance with the Council’s Equal Opportunities Policy and other policies designed to protect employees and service users from harassment. It is the duty of the postholder not to act in a prejudicial or discriminatory manner towards employees or service users. The postholder should counteract such practice or behaviour by challenging or reporting it. 11. To comply with all Health & Safety at work requirements as laid down by the Employer. 12. Meet the requirements of the Professional Capabilities Framework, Experienced Social Worker level, and of registration with the HCPC in respect of practice standards, conduct and professional development. | |
| **Generic Responsibilities:** | **To carry out all responsibilities with regard to the Council’s Equalities Policy and Procedures and Customer Care Policy.**  **To comply with all Health & Safety at work requirements as laid down by the employer.**  **The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.** |
| **Flexibility Clause:** | **Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation’s other sections or departments.** |
| **Variation Clause:** | **This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.**  **In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.** |

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## Person Specification

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| **JOB TITLE:** | **Senior Social Worker** | **POST NO:** | **Various** |
| **GRADE:** | **11** | **DEPARTMENT:** | **Corporate Parenting** |
| **HOURS:** |  | **TEAM:** | **Fostering Service** |
| **DIVISION:** | **Children’s Services** | **DIRECTOR:** | **Nicola Curley** |
| **DATE:** |  | **COMPLETED BY:** |  |

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| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
| **KNOWLEDGE** | * **Knowledge and application of the values and principles underpinning children, young people, families/carers’ involvement, including the right to access independent advocacy and complaints processes.** * **Knowledge and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children’s Social Care, including where scope for professional judgement exists.** * **Knowledge and application of social work interventions in more than one area of practice, including critical awareness of current issues and evidence based practice research.** * **Knowledge of the principles and practice of mentoring.** * **Knowledge and understanding of the Professional Capabilities Framework as it applies to the Experienced Social Worker level.** |  |
| **SKILLS & ABILITIES** | * **Ability to communicate effectively, verbally and in writing, to a range of audiences including children, young people, parents and carers and professional colleagues.** * **Ability to manage workload independently, maintaining professionalism in challenging circumstances.** * **Ability to establish a professional network to support development of skills.** * **Ability to gather information so as to inform judgement for interventions in more complex situations and in response to challenge, clearly reporting and recording analysis.** * **Demonstrate skilled use of a range of frameworks for assessment and intervention.** * **Ability to lead practice development and promote a learning culture.** * **Ability to use electronic business support processes for maintaining case recording and diary management.** | **Ability to mentor less experienced social workers** |
| **EXPERIENCE** | * **A minimum of two years post qualifying experience as a social worker in Children’s Social Care** | **Experience of working with children, young people and families prior to qualification.** |
| **QUALIFICATIONS** | * **Degree in Social Work or other qualification equal to.** * **If qualified since 2010 successful completion of the Assessed and Supported Year in Employment or the Children’s Workforce Development Council’s Newly Qualified Social Worker programme.** * **Evidence of learning, through Continuing Professional Development and its application to practice and/or mentoring.** * **Registration with the HPC.** | **Evidence of post-graduate study.** |
| **PERSONAL CIRCUMSTANCES** | * **Ability to travel between locations.** |  |
| **EQUALITY** | **Candidates must demonstrate understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice.** |  |
| **CUSTOMER CARE** | **Knowledge and understanding of effective customer care** |  |