

Job Description

Department:	People's and Communities
Division/Section:	Children Services - Fostering
Job Title:	Social Worker
Post No:	
Grade:	GR10
Reports to:	Team Manager
Job Purpose:	<ol style="list-style-type: none"> 1. To carry a workload reflecting increasing complexity, risk, uncertainty and challenge, in line with the capability of a social worker with a minimum of one year's post qualification experience in a social work role. 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
	<p>Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions?</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

Line Management responsibility for:	No. of direct reports: None No. of indirect reports: None
Size of budget:	Nil

Main Duties and Responsibilities:

1. Work in partnership with children, young people and families/carers and, through building effective relationships, to elicit their needs and views and promote participation in decision making.
2. Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service and in the context of assessing risk to children and young people.
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 workload independently, seeking support and suggesting solutions for workload difficulties.
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. 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.
10. To comply with all Health & Safety at work requirements as laid down by the Employer.
11. 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.

<p>Generic Responsibilities:</p>	<p>To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.</p> <p>To comply with all Health & Safety at work requirements as laid down by the employer.</p> <p>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.</p>
<p>Flexibility Clause:</p>	<p>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</p>

	departments.
Variation Clause:	<p>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.</p> <p>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.</p>

Person Specification

JOB TITLE:	Social Worker	POST NO:	Various
GRADE:	10	DEPARTMENT:	Corporate Parenting
HOURS:		TEAM:	Fostering Service
DIVISION:	Children's Services	DIRECTOR:	Nicola Curley
DATE:		COMPLETED BY:	

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge and understanding of the values and principles underpinning the involvement of children, young people and families/carers, 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. • Knowledge and understanding of the practice area relevant to the post, including critical awareness of current issues and evidence based practice research. • Knowledge and understanding of the Professional Capabilities Framework as it applies to the Social Worker level. 	<p>Knowledge and application of social work interventions in more than one area of practice.</p>
SKILLS & ABILITIES	<ul style="list-style-type: none"> • 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 and seeking support and suggesting solutions for workload difficulties. • Ability to gather information so as to inform judgement for interventions in more 	<p>The ability to be a source of reliable knowledge and advice to colleagues.</p>

	<p>complex situations and in response to challenge, clearly reporting and recording analysis.</p> <ul style="list-style-type: none"> • Ability to use a range of interventions effectively and evaluate them in practice. • Ability to use electronic business support processes for maintaining case recording and diary management. 	
EXPERIENCE	<ul style="list-style-type: none"> • At least 1 year's 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	<ul style="list-style-type: none"> • Degree in Social Work or other qualification equal to. • Successful completion of the Assessed and Supported Year in Employment or the Children's Workforce Development Council's Newly Qualified Social Worker programme. • Registration with the HPC. 	Evidence of post-graduate study.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • 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	