



Social Worker - Children Looked After, Permanency Service

Salary spinal range: 29 - 32 | Based in Kingston | Permanent | Full time

About the service

The Children Looked After Team support children and young people aged 0-18 that are accommodated by Richmond and Kingston. Our children and young people are placed in various settings such as Kinship placements, foster placement and residential provisions. The service is responsible for the provision of quality placements for children and young people, ensuring their needs are met and children and young people are safeguarded through the implementation of effective care plans.

About the role

The Social Worker will act as a corporate parent to our children and be the lead professional. It will be key for them to understand and champion the views and wishes of our children and young people so that they may be supported to reach their full potential. This role will involve working alongside other professionals, to ensure that a child and/or young person receives appropriate care, education and health services, and any other support needed to ensure their needs are appropriately met. The Social Worker will support children living with relatives, friends of foster families and prospective adopters or children living in children's homes and young people in semi-independent units. They will be responsible for ensuring their safety and support them towards independence.

As part of the role, the postholder will undertake regular statutory visits, complete and update assessments and review the children and young people's care plan. Occasionally, they will be required to prepare reports and attend court. Due to the location of some of our placements, there will be the opportunity to travel to other parts of the country.

About you: our role specification

Qualifications

- Educated to a degree level with a relevant professional qualification in social work
- Postgraduate qualification in a relevant field i.e. social work, leadership and management
- Active Social Work England registration and proven evidence of continuing professional development.

Skills and experience

- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Proven ability to effectively use data, intelligence and evidence to create meaningful insight and to inform own decision making.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, presentations, written updates to a range of stakeholders (which may include families, children or young people).
- Appropriate understanding of statutory legislation (for example Children's Act) and national policy drivers that will affect children's services and your role.
- Planning skills for assessing, and reviewing children and young people's needs, and planning packages of care across a range of cases.
- Experienced in managing an allocated caseload; planning and organising workload to meet statutory timescales and local policy, respond appropriately and independently (as appropriate) to unanticipated problems.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Good use of digital hardware or software to support your work effectively i.e. Microsoft or Google
- Good organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with limited management oversight.
- Personal determination, drive, energy and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children. Taking a strength based approach to managing situations.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.

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