

JOB PROFILE

Job title:	Social Worker – Looked after Children
Grade:	AfC Scale point 35-38
Job family:	Social Work
Directorate:	Children’s Social Care
Reports to:	Team Manager – Looked after Children’s team

VISION FOR ACHIEVING FOR CHILDREN

Achieving for Children is passionate about ensuring the best possible outcomes for children and young people and will deliver the services they need to live safe, happy, healthy and successful lives.

CONTEXT

Achieving for Children was created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames and is commissioned to deliver children’s services on behalf of the two local authorities. Our vision for Achieving for Children is simple: by bringing together professional expertise from the two founding local authorities, and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

Achieving for Children is divided into seven key business areas: Children’s Social Care; Education; Early Help; SEN and Disabilities; Health Partnerships; Standards and Improvement; and Finance and Resources. Each business area is led by a Director or Associate Director who reports to the Chief Executive Officer. The Standards and Improvement service includes the following Business Units: Performance; Quality Assurance; Strategy and Partnerships; Business Systems; Programme Management; Workforce Development; and LSCB Management.

The Children Looked after Team is responsible for providing a social work service to children in the care of the council, ensuring that each child has a robust care plan focused on individual needs and that these plans are pushed forward and regularly reviewed. This includes a significant amount of court work.

Achieving for Children continually reviews its structure and business practices in order to provide the best possible services for children, young people and their families, in the most effective and efficient way. As a result, the key tasks in any job profile may be varied and the post-holder will be expected to take on such variations and duties consistent with the level of responsibility of the post.

PURPOSE AND RESPONSIBILITIES

The post holder will have a responsibility for ensuring that children who cannot be looked after safely within their own families receive appropriate high quality care and support and assist with the management of care plans to achieve permanency. As a Social Worker for the Looked After Children's team will play major role in the delivery of our vision and strategic priorities set out in the Children and Young People's Plan, by delivering all aspects of high quality social work provision to children and their families.

Professional

1. To assess and identify the needs and wishes of looked after children and young people.
2. To plan, implement and review individual care plans and service provision within the framework of legislation and departmental guidance.
3. To provide social work services direct to clients.
4. To ensure equal opportunity of access to and provision of service based on individual need.
5. To manage an assigned caseload of children and families, independently, in compliance with agreed casework objectives, assessing and managing risks appropriately, and in accordance with statutory regulations and guidelines;
6. To Investigate complaints of alleged neglect, abuse or ill-treatment of children; undertake
 - assessments and, where appropriate, arrange accommodation for children, young
 - people; maintaining appropriate personal/professional boundaries;
7. To work to range of legal options to support investigation and protection and accommodation; if required give evidence in court; using contingency planning to anticipate complexity and changing circumstances;
8. To liaise with colleagues in own and other departments and external agencies in order to
 - gather information relevant to assessment and care planning activities;
9. To work with children and young people, families, carers and communities to formulate care plans in partnership, based on their assessment of need, enabling them to clarify and express their needs and contribute to their planning;
10. To undertake direct social work responsibilities as an allocated worker to the children and families assigned, to monitor and review the implementation of care plans, to ensure that the services being provided are meeting the

assessed need; and that the cost of provision remains within any agreed budget;

11. To prepare and maintain case records and other casework information on the Integrated Children's System (ICS), in accordance with the department's policy and timescales;
12. To maintain an awareness of own professional limitations and knowledge gaps. To make effective use of supervision and appraisal as an opportunity to critically reflect on casework and to identify learning and development needs to continually improve upon practice ; and to support CPD. To demonstrate the standards of proficiency as required by the HCPC in order to maintain registration.
13. To raise and address (where appropriate) issues of poor practice, internally through the organisation, and then independently if required.
14. To work within the organisations professional policy and procedures and code of conduct

Communication

1. Ensure effective and timely communication within and across the business unit, so that key messages are conveyed to employees, partners, suppliers and other stakeholders in a consistent way.
2. Promote mechanisms to seek out, listen to and respond to the views and ideas of managers, employees, partners and other stakeholders (particularly children, young people and their families) in order to ensure services are relevant, responsive and truly focused on meeting identified needs.
3. Engage in and promote effective networking at local, regional and national levels to ensure that services are responsive to national developments and leading practice; seek out opportunities to promote the work and services of Achieving for Children in order to develop and grow the business.

General

4. To keep abreast of changing contexts at local and national level, and take account of these in social work practice;
5. To take an active role in inter-professional and inter-agency working building own professional network and collaborative working across other organisations;
6. To champion diversity and equality in all aspects of service delivery; demonstrate confident application of ethical reasoning to professional practice;

VALUES AND BEHAVIOURS

Evidence that you put children and young people first.
Evidence that you work in partnership to improve services.
Evidence that you focus on quality and innovation.
Evidence that you listen and learn to develop the organisation.
Evidence that you champion inclusion and value diversity.

QUALIFICATIONS AND EXPERIENCE

Qualifications

Educated to degree level with appropriate professional Social Work qualification (CSS/CQSW or DipSw, MA SW, BA Hons SW)
Current HCPC Registration

Experience

<p>Experienced of applying in practice, the principles of child care legislation relating to child protection, looked after children and the provision of services to children in need</p>
<p>Strong analytical, and planning skills for assessing, and reviewing children and young people's needs, and planning packages of care across range of cases; able to explain professional reasoning judgements, and decision making</p>
<p>Experience of applying critical reflection and analysis to increasingly complex cases</p>
<p>Demonstrable knowledge and application of a range Interventions with children, young people and their families</p>
<p>Experienced in undertaking child protection investigations assessments of needs; assessment & appropriate management of risk; ensuring the delivery of agreed programme of care;</p>
<p>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</p>
<p>Experienced in providing direct professional social work to children and their families; undertaking regular visits to clients homes, and care establishments. Experience in exposure to disagreeable, unpleasant environmental, people related conditions</p>
<p>Experienced in the use of ICT, including MS Word, Outlook and case record management systems</p>
<p>Experience in the use of the Integrated Children's System Liquid Logic "Protocol"</p>

Knowledge, skills and abilities

Knowledge and understanding of legislation, statutory frameworks and national policy affecting services for children, young people and families.
Knowledge of a range of business systems and software applications and a high standard of ICT literacy; ability to understand new technologies and their potential.
Knowledge and understanding of data quality, information security and sharing requirements.
Creativity and strategic thinking skills, including the ability to improve services, develop new ways of working, and find appropriate solutions to complex issues.
Strong organisational ability, including the ability to work on initiative and to prioritise workloads to meet agreed deadlines.
Ability to work as part of an effective and supportive team.
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.
Commitment to an organisational culture and the development of services that value equality and diversity.

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Achieving for Children and the specific requirements of the role.