

JOB PROFILE

Job title:	Social Worker Disabled Children
Pay Band:	AfC Scale Point 35 to 38
Directorate:	Specialist Children's Service
Operational area:	Kingston and Richmond
Reports to:	Team Leader Disabled Children's Team/ Head of Disabled 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.

WHO WE ARE

Achieving for Children is a community interest company created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames to deliver their children's services. The company has delivered services since 2014. The Royal Borough of Windsor and Maidenhead joined the company in 2017. The Director of Children's Services is responsible for the delivery of early help, health, social care and education services in their local area, either Kingston and Richmond or Windsor and Maidenhead. Corporate support services, such as ICT, HR and finance, are delivered company-wide. These services are led by the Chief Operating Officer, who is also responsible for company governance and for ensuring it delivers its contractual obligations to its commissioning Councils.

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.

CONTEXT

The Disabled Children's Team is a dynamic and responsive team working with disabled children and their families. The service is responsible for all aspects of children's social work from assessment and analysis, through to long term planning. There is a strong emphasis on multi agency working and strong links with services providing support to children and families in need of early intervention.

PURPOSE AND RESPONSIBILITIES

The role requires the individual to have a social work qualification and HCPC registration. The successful individual must be highly motivated individual who will provide services, support and assistance to our already successful team who deliver quality and positive results for disabled children and their families. The candidate's key responsibility is to provide a broad range of Social Care support and intervention including Child-in-Need, Looked after Children, and Child Protection.

RESPONSIBILITIES

Operations and supervisory

1. Work jointly with other professionals to undertake a holistic assessment of children and their families in accordance with the Framework for the Assessment of Children in Need and their Families and to timescales.
2. Develop Child in Need, Looked after Children plans and participate in Child Protection plans. These plans will be informed by an assessment of need/risk and will identify desired outcomes within clearly defined timescales.
3. Ensure that service users' views are fully recorded during the assessment process and wherever possible are reflected in the subsequent case planning.
4. Prepare and present reports in a clear and logical way, and contribute to multi-agency conferences and meetings as appropriate.
5. Include cost / 'best value' considerations in identification of resources and case planning.
6. Use a range of interventions, as agreed with Team Manager, to engage the child and family in working towards the objectives of the Care Plan. The range includes one to one work and group work.

Performance

1. To participate in the monitoring of service delivery against agreed targets, timescales and resources, taking action as appropriate to achieve desired outcomes.
2. To champion and support continuous professional development within the team.

Communications

1. To ensure effective communications are conveyed in a timely, transparent and coherent manner.
2. To keep staff and stakeholders informed of information that affects them and influences service development.

To establish and maintain good communication across children's social care and with departments and agencies to facilitate the improvement and development of the service.

3. To seek, listen to, and respond to the views and ideas of staff and stakeholders, encouraging and actively engaging in positive communications and working relationships.
4. To promote the service professionally and positively with partners.

General

1. To ensure that the highest quality services are provided, within the resources available, and are responsive to the expressed needs and aspirations of residents/users regardless of backgrounds, lifestyles and abilities.

To demonstrate a commitment to own personal and professional development and to developing and coaching others.

2. To undertake project work and produce reports and deliver presentations as required.
3. To work on service and system developments including the use of ICS.
4. In the performance of all your duties, and in particular in the support and management of staff, to implement all Achieving for Children policies and procedures necessary to meet customer care needs and to reflect the Achieving for Children's vision and values.
5. Working to accredited children and family practitioner level of the Knowledge and Skills Statement.
6. Champion diversity and equality in the development and delivery of services and in all aspects of people management.
7. Ensure the wellbeing of employees and service-users by actively promoting and complying with health and safety regulations, policies and procedures.

ORGANISATIONAL VALUES

Trust - I am reliable, others can count on me to undertake tasks and deliver on what was agreed. I will do what I said I would do. I will encourage open and honest communication, and model clear and fair professional boundaries.	Essential	Interview
Respect - I will listen to and value other people's perspectives and differences. I will show empathy and humility in the way I communicate.	Essential	Interview
Empower - I help others to realise their ability and potential, and show emotional intelligence in my approach. I show appropriate and respectful use of the power given to me in my job or position and I use this to encourage and enable others.	Essential	Interview

QUALIFICATIONS AND EXPERIENCE

Qualifications

Educated to degree level and proven evidence of continuing professional development.	Essential
CQSW / CSS / Diploma in Social Work / Degree or Masters in social work or GSCC approved qualification	Essential
Current HCPC Registration	Essential

Experience

Links to the Knowledge and Skills Statement		
KSS Domain	Prompts	Essential/ Desirable

1. Relationships and effective direct work	Proven experience of building effective relationships with children, young people and families. Knowledge of gathering evidence through the use of direct tools to help determine risk to disabled children and inform assessments.	Essential
2. Communication	Good verbal and listening skills when working with families, encouraging the voice of the child and acting professionally when faced with hostile reactions. Clear and concise when communicating in written formats and verbally with service users and other professionals.	Essential
3. Child development	A good understanding of how the varying factors of a child's life play a part in their development. Ability to adapt how you work with young people in response to issues that may impact a child's development and the environments in which you are in contact with them, in particular disabled children and young people	Essential
4. Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability	A good knowledge of the varying factors that affect a parent's ability to care for their child and identify early warning signs of when these may lead to harm. A good knowledge of other professional organisations that can be employed to support parents with different issues, with a focus on disabled children and young people.	Essential
5. Abuse and neglect of children	Experience of working on cases with the various forms of abuse and neglect the pose a threat to children and young people. Experience leading on and sharing information with partner agencies in aid of a child protection investigation.	Essential
6. Child and family assessment	Experience of writing a child and family assessment. Experience of using various evidence based tools and accounting for family history to inform assessments.	Essential

7. Analysis, decision-making, planning and review	Ability to provide solutions to solving the problem family's face including ability to test multiple hypotheses. Able to use evidence and professional judgement to make decisions and determine the risk of future harm.	Essential
8. The law and the family and youth justice systems	Knowledge of the legal powers and key duties with when working with disabled children and young people, including key legislation both locally and nationally. Experience of seeking further advice and guidance on key issues relating to a range of legal issues that affect children and families.	Essential
9. The role of supervision	Able to recognise professional limitations and seek advice within regards to them and working collaboratively to resolve problems. Ability to reflect on personal impact of working in a complex role.	Essential
10. Organisational context	Understanding of the key values of AfC and ability to promote them in your everyday conduct. Ability to maintain personal and professional credibility through working with the wider organisation.	Essential

Knowledge, skills and abilities

Is able to manage priorities and work under pressure displaying initiative and creativity	Essential
Is able to influence, develop and change the motivation and behaviour of people to achieve objectives.	Essential
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential
Strong organisational ability, including the ability to work on initiative and to prioritise workloads to meet agreed deadlines.	Essential
Knowledge and understanding of data quality, information security and sharing requirements.	Essential
Experienced in the use of ICT, including MS Word, Outlook and case record management systems	Essential
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.	Essential

Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential
Commitment to an organisational culture and the development of services that value equality and diversity.	Essential

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.

Updated: September 2019