

Hertfordshire County Council Job Outline



JOB TITLE: Social Worker
GRADE: H8-H9
REPORTS TO: Practice Manager
TEAM: Specialist Adolescent Service
DEPARTMENT: Services for Young People, Children's Services

PURPOSE OF THE JOB

To support children and young people in achieving positive outcomes to prevent family breakdown, ensuring only the right young people become looked after. To deliver intensive interventions to young people who are being exploited to reduce risk within a contextual safeguarding framework. The team will work with young people and their families with the following presenting issues:

- Child Sexual and Child Criminal Exploitation
- Homelessness
- Family Breakdown - preventing children becoming Looked After
- Young People Missing from Home
- Young People at risk of radicalisation
- Children becoming Looked After
- Rehabilitating Young People home after a period of being Looked After
- Young People in the Criminal Justice System and at risk of entering the system

To carry out our statutory duties and responsibilities to safeguard and achieve good outcomes for the children and young people of Hertfordshire.

MAIN AREAS OF RESPONSIBILITY

To undertake structured assessments and provide intensive support to children and young people identified as having additional and complex needs and who are deemed vulnerable or at risk.

To deliver appropriate interventions as part of an agreed package of support or be a responsible officer for an intensive intervention or court order, ensuring plans are robust and outcome focused and regularly reviewed.

To manage a case load of young people and families who require social care or youth justice interventions.

To prepare reports for youth offender panels, court and other agencies or specialist services as required.

To undertake interviews for young people missing from care or education.

To develop and deliver relevant group work programmes which address needs and risk of involvement in crime.

Welcome and enable service users' participation and feedback to deliver good outcomes for children, young people and families.

To play an active role with colleagues in peer group supervision and practice development sessions.

To maintain accurate, comprehensive case management information using specified electronic databases, complying with deadlines and statutory standards and requirements.

To manage and be accountable for your own social work practice using supervision and continuing professional development as required.

To work effectively as part of a multi-agency team, contributing to research and development of the team and lead on specific projects

To represent the Specialist Adolescent Service and deliver the objectives working in partnership with other agencies.

To work flexibly across the County to meet the needs of young people, including evening and weekends as necessary.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

PERSON SPECIFICATION

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected

- Relevant approved social work degree.
- A professionally qualified, registered social worker adhering to the Social Work England standards of conduct, performance and ethics
- Knowledge of the children, young people, families, carers, groups and partner agencies they are working with
- Knowledge of child development and adolescence, social, emotional and mental health needs.
- Knowledge of relevant legislation, policies and local practice relating to children and young people.
- Understanding of multi disciplinary or partnership working and impact on delivery of services to families.
- Demonstrate an awareness of risk factors associated with offending, exploitation, poverty and disadvantage
- Ability to manage risk and safeguard young people to prevent family breakdown and achieve reduction of risk.
- Undertake assessments and recommend to the practice manager the appropriate level of intervention and service provision.
- Demonstrate a commitment to apply equal opportunities and anti-discriminatory practice.
- Ability to record information accurately using IT packages and to analyse reports.
- Ability to manage across professional boundaries
- Focused, creative, innovative and committed to supporting the resolution of issues experienced by young people in a timely way
- As a requirement of this role the post holder will need to have a full UK Driving Licence. You will be required to travel to visit clients in their homes and at other venues, and to attend meetings at sites other than own work base.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).