

JOB DESCRIPTION



Job Title	Social Worker - Children Looked After team		
Salary	£27,663 - £31,478 per annum, pro-rata (inclusive of 11.5% Market Premia pro-rata, £500.80 p/a, pro-rata London Weighting and £963 Essential Car User) plus £1600 p/a, pro-rata Retention Payment		
Directorate:	People	Section/Location:	Children's Social Care
Grade/Salary Range	BG-G/F SCP 26-31	Work style:	Free

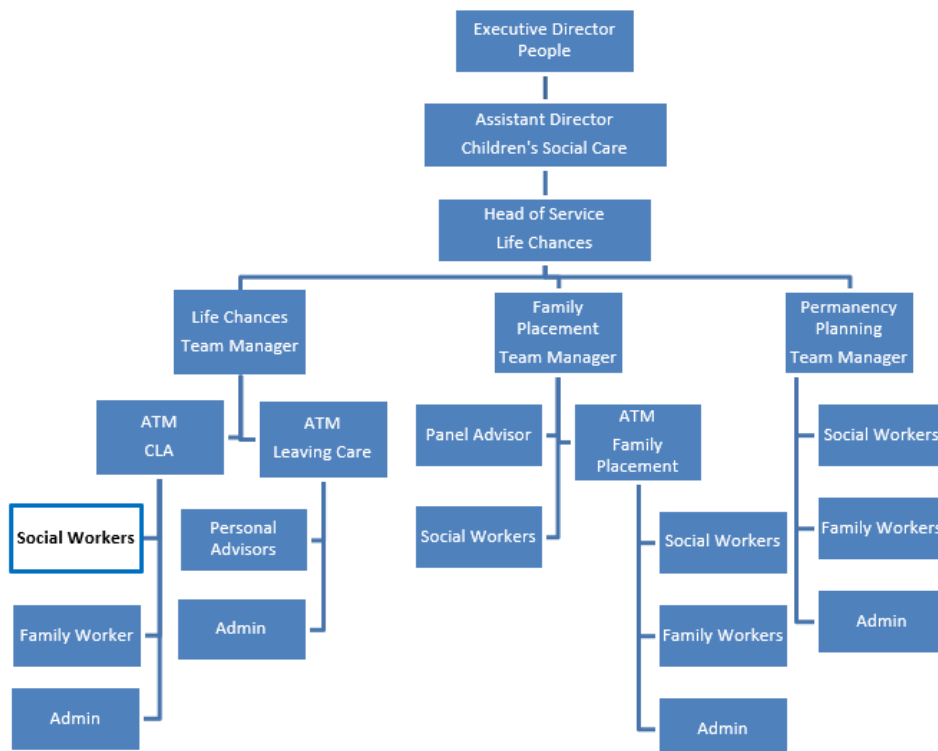
Key Objectives of the role

To work as a member of the Children Looked After Team to promote and achieve the life chances of Children Looked After, ensuring that their care planning is progressed in a timely manner and collaborative working is promoted in order to achieve this.

To work within the context of relevant legislation and deliver services according to the Department's policies, procedures and guidelines.

To display a commitment to the protection and safeguarding of children and young people.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- 1) To carry a personal caseload and provide assessment, case planning, intervention and family support according to expertise.
 - 2) To make effective use of time and be able to prioritise workloads.
 - 3) To ensure care plans for children looked after progress in a timely manner and that permanency is achieved for them.
 - 4) To negotiate delivery of services by determining how these needs can be best met in accordance with statutory responsibilities and council policies using best value principles.
 - 5) To work alongside partner agencies e.g. voluntary and statutory and within the context of the care plan for children and young people to ensure the provision of appropriate and effective services.
 - 6) To ensure life journey work is completed with children and young people in accordance with their age and understanding.
 - 7) To work with other involved professionals and agencies to promote placement stability for children and young people.
 - 8) To attend regular supervision and with the Supervisor, be able to set clear goals and intervention strategies.
 - 9) To regularly monitor and evaluate casework and bring to the attention of the supervisor any resource shortfalls.
 - 10) To develop and maintain accurate case records and comply with the Department's policies, procedures and guidelines including security of information.
 - 11) To contribute to the team duty rota.
 - 12) To promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.
 - 13) To aspire in everything you do, these are our ASPIRE priorities:
 - i. Always respect timeliness
 - ii. Smart impactful planning
 - iii. Purposeful visits to families
 - iv. Impactful, collaborative assessments
 - v. Reflective supervision
 - vi. Engaging with children – Always ask yourself “what is life like for this child?”
 - 14) To ensure access to translation & interpretation services as necessary.
 - 15) To contribute to the development of services to children and families by attending and contributing positively to team meetings to promote the delivery of integrated and effective services for children in need.
 - 16) To provide cover for the work of other team members and other additional duties commensurate with the level of the job. (The nature of these will vary according to experience, competencies and the grade of the post).
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Scope of role

- Bracknell Forest Council has been awarded the LILAC (Leading Improvements for Looked After Children) quality mark for excellence in the practice of listening to and involving Looked After Children and Young People.
- All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare.
- All employees working with children and young people must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.
- This is not a budget holding post, but an understanding of the appropriate use of public funds is desirable.
- Commitment to the Council's Equal Opportunities policy at all times.
- Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	Degree in Social Work or equivalent Social Work England Registration	Specialist relevant experience or training
Competence Summary (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding children, young people and promoting their welfare</p> <p>Understanding and experience of working with the Children Act 1989 / 2004 and other relevant legislation</p> <p>Experience of working within policies and procedures</p> <p>Experience of undertaking S47 enquiries to safeguard children and young people</p> <p>Understanding of the commitment to the requirements of safeguarding children and young people</p> <p>Experience of working directly with adolescents and their families</p> <p>Good communication skills both written and verbal</p> <p>Assessment and negotiation skills</p> <p>Understanding of and commitment to the principals of participatory practice with children and young people</p> <p>Able to support children and young people to share their views and to act on them as appropriate</p> <p>ICT skills</p> <p>Able to work positively and productively with a range of agencies</p>	<p>Experience of writing court statements, care plans and risk assessments within deadlines</p> <p>Experience of working with Children Looked After</p> <p>Trained in Motivational Interviewing</p>
Work-related Personal Requirements	<p>Proactive</p> <p>Self-motivated</p> <p>Enthusiastic</p>	

Ability to work as part of a team

Integrity

A solution focused/problem solving approach

Commitment to the principal of partnership with parents

Other Work Requirements

A satisfactory enhanced Disclosure and Barring Service check

Commitment to equal opportunities and Anti-Discriminatory Practice

Full UK Driving Licence (or valid equivalent) and daily access to a car and able to travel distances when required*

Able to work outside office hours on occasions

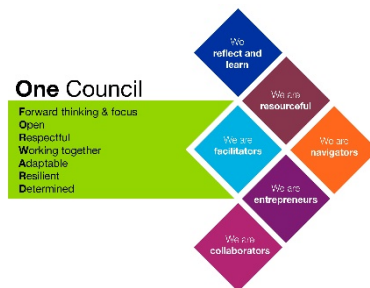
**Non-UK licences must be converted to UK licences in the first six months of employment*

KEY CRITERIA

ESSENTIAL

DESIRABLE

Role models and demonstrates the Council's values and behaviours



All staff should hold a duty and commitment to observing the Council's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.