

Hertfordshire County Council

Job Outline



JOB TITLE: Social Worker
GRADE: H8 – H9
REPORTS TO: Practice Manager
TEAM: Specialist Adolescent Service (SASH)
DEPARTMENT: Childrens Services – Services for Young People

Purpose of the Job

The Adolescent Hub forms part of Hertfordshire's New Gateway which manages contacts for Children Services. The Adolescent Hub is a developing service and will widen its remit within the next 6 months to strengthen Hertfordshire's response to tackling Child exploitation. The Adolescent hub will centralise and coordinate the response to exploitation of children and young people within Hertfordshire. The Adolescent exploitation hub will enhance multi-agency safeguarding for adolescents in Hertfordshire, by providing consultation, advice and support for professionals. The adolescent Hub will ensure robust screening of contacts and referrals received into children services, to ensure safeguarding of adolescents and access to the right services.

The post holder will be responsible for screening and managing contacts as part of the wider gateway service, ensuring the correct thresholds have been applied to prevent and protect adolescents from harm. You will ensure that contacts are responded to within timescales, that the right information is collated and shared to assess need, and risk, and to ensure the appropriate action is taken to safeguard children and young people both within their homes and communities. You will be part of a wider service, working closely with our partners to ensure intensive and concise plans are delivered to young people, working within a contextual safeguarding framework. The post holder will carry out our statutory duties and responsibilities to safeguard and achieve good outcomes for the adolescents within Hertfordshire. 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

Main Areas of Responsibility

To screen contacts to ensure that appropriate thresholds are applied and the appropriate level of intervention is provided to safeguard adolescents.

To ensure that contacts are progressed within timescales to prevent delay for children and young people.

To undertake structured assessments and be part of a network providing intensive support to children and young people identified as having additional and complex needs and who are deemed vulnerable or at risk.

To work with case holders and other professionals to ensure that robust plans are in place for children and young people. Ensuring that appropriate safety measures are in place, plans are robust and reviewed within timescales.

To advise and support, case holders and other professionals, on actions needed to safeguard adolescents.

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

To develop and deliver relevant 1-1 and groupwork, programmes for young people at risk of; or those that are being exploited.

To work closely with partners to gather, analyse, share and collate relevant information for the purpose of targeting resource and interventions for vulnerable young people.

To gather 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 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.

Undertake assessments and recommend to the practice or team 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 may 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.

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)

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. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

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.