

Job Description

Job Title Social Worker - MASH Social Worker

Grade P1 – Salary band £32,825 -£35,401 depending on experience

Overall purpose of the job

The postholder will work as part of a dynamic multi-agency integrated team assessing notifications and referrals regarding children aged 0 - 18. They will provide a high quality and effective social work service to respond to the needs of the children and their families in a timely manner and within statutory guidelines

The MASH process includes searching for and collating information from a range of sources including databases and other professionals. With due regard for confidentiality, the MASH professional is responsible for interpreting and sharing the information that is necessary to safeguard and promote the welfare of the child/young person.

Main accountabilities

Main duties and accountabilities	
1.	<p>Maintain constructive relationships with a broad range of internal and external stakeholders and specifically with social care professionals from different teams and local authorities.</p> <p>Through liaison, dialogue and searching appropriate databases collect and collate relevant information to add to the multi agency risk assessment.</p> <p>Record, interpret and present social care information and issues that can impact on the risk or needs assessment of the child/young person. This may involve disclosing proportionate and relevant information related to the parents/cares or siblings.</p> <p>Explain clearly, and with sound rationale, highly complex safeguarding information to a wide range of professionals.</p> <p>Participate in the MASH multi agency risk assessment to inform case management, advising where necessary and challenging decisions where appropriate.</p> <p>Identify service gaps and issues relating to service pathways and/or cross boundary arrangements.</p> <p>Escalate evidence of ineffective safeguarding arrangements within or outside the MASH.</p> <p>Immediately report to Team Manager who will inform Group Manager where issues require escalation or the case is likely to become subject to press or public interest.</p>

	<p>Demonstrate through personal and professional example a commitment to equality of opportunity for all groups of staff and service users and challenge discrimination, racism, sexism and other forms of unjust behaviour.</p> <p>Demonstrate effective written and verbal communication skills in analysis, report writing, correspondence and IT recording.</p>
2.	<p>Professional Development</p> <p>Maintain and update knowledge regarding research, social policy and social work practice and be fully informed of organisational policy and procedures and relevant legislation.</p> <p>To take a key role in promoting and developing service user empowerment, and recognise diversity and anti-discriminatory practice in all professional practice.</p> <p>To take responsibility for own professional development and record CPD in line with HCPC guidelines.</p> <p>Share knowledge and expertise with peers to support the development of a confident and skilled workforce</p>
3.	<p>Professional Values, Behaviours and Standards</p> <p>Carry out duties in a timely and responsive manner, in line with HCPC Standards, the Professional Capability Framework and CCC's behaviours – working together, integrity, respect, excellence.</p> <p>Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.</p> <p>Is an ambassador for the profession internally and externally</p>

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree level qualification – Social Care	Recognised Social Worker qualification Relevant specialist post qualifying and or post graduate training	E
	Current HCPC registration	E
Enhanced DBS		E

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
	Understanding of the principle theories of child and adolescent development, including attachment theory and the concept of resilience.	D
	Knowledge of, and ability to operate within, professional and ethical guidelines	D
	Comprehensive understanding of the roles of different agencies and how they work together.	E
	Understanding of the legislative context as well as specific relevant legislation and guidance relating to safeguarding and sharing confidential information to support children	E
	Proven previous experience of summarising, analysing and evaluating complex information	E
	Experience of identifying and assessing need, formulating and implementing effective social work intervention.	E
	Proven knowledge, experience and understanding of child development, parenting capacity, environmental factors and risk and protective factors.	E
Skills		
	Computer literacy and the ability to use ICS data bases and relevant IT systems to find key information	E
	Ability to develop and use a structured approach to gather and record information about the child's, young person's and family's contact with services and interpret that in the context of possible	E

safeguarding need	
Ability to analyse complex information where information is drawn from multiple sources and may be conflicting or incomplete.	E
Ability to work under pressure and have the ability to produce an accurate report of proportionate and relevant information	E
Ability to work effectively under pressure and to prioritise own work in line with areas of highest risk, coordinate own activity with others in MASH as well as external colleagues	D
Ability to formulate and implement effective social work interventions focused on outcomes	D
Ability to recognise patterns of concern at both individual and population levels.	E
Ability to influence and contribute to an organisational climate that promotes open dialogue and supports reflection, critical thinking and constructive challenge	D
Experience	
Experience of working as part of a multi disciplinary team	D
Experience of identifying and assessing need, formulating and implementing effective social work interventions	D
Experience of using information management systems to produce good quality data in a variety of formats	D
Experience of negotiating to reach a resolution	D
Experience of successfully effecting change	D
Broad range of experience in multi-agency working	D
Experience of social work with families	E