

Job Description

Job Title: Social Worker (newly qualified)

Grade: NQSW Grade

Overall purpose of the job

The role is responsible for providing practical and social work support for children, young people and families. This involves holding a caseload of Child in Need social work and co-working more complex casework alongside an experienced, registered social worker. This will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, direct work with children, young people and families and any other work identified as necessary. All this must be based on best evidence and good practice, privileging the best interests of children and young people. The expectation is that all newly qualified social workers post-2014 will complete the Assessed and Supported Year of Employment (ASYE).

Main accountabilities

Main accountabilities	
1.	Work independently to hold and effectively manage a caseload, acknowledging and ensuring appropriate levels of responsibility commensurate with the individual's knowledge and skills.
2.	Attend and complete ASYE programme in the first 12 months after qualifying, undertaking all necessary and related portfolio and academic work. This includes a post qualifying module.
3.	Work directly with children, young people and families, involving all key family members and prioritising children and young people's safety. Work using Signs of Safety methodology, which works collaboratively with families to empower them to find solutions whilst ensuring working within the policies, procedures of Children's Services and regulatory standards
4.	Carry out in depth and ongoing family assessment of social need and risk to children, with particular focus on parental capacity and capacity to change
5.	Recognise harm and risk indicators of different forms of harm to children relating to sexual, physical and emotional abuse and neglect. Consider the possibility of Child Sexual Exploitation, grooming (on and offline), female genital mutilation, enforced marriage and the range of adult behaviours which pose a risk to children, recognising too the potential for children to be perpetrators of abuse
6.	Use reflective supervision, research and other guidance to recognising one's own professional limitations and how and when to seek advice from a range of sources, including Advanced Practitioners, senior practice leaders and other clinical practitioners from a range of disciplines. The post holder will work in conjunction with senior staff and managers through available support systems (supervision, appraisal, mentoring, co-working and work shadowing).
7.	Navigate the family and youth justice systems in England using legal powers and duties to support families, to protect children and to look after children in the public care system, including the regulated frameworks that support the full range of permanence options. Participate in decisions about whether to make an application to the family court, the order to be applied for and the preparation and presentation of evidence
8.	Seek advice and professional second opinion as required in relation to the legal issues,



	interventions and plans which frequently impact children, young people and families involved with statutory services
9.	Use the law and regulatory and statutory guidance to inform practice decisions. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both.
10.	Make realistic child centred plans within a review timeline which will manage and reduce identified risks and meets the needs of the child. Any plans devised for the child need to be evidence informed, demonstrate clear analysis and professional judgement and evaluative decision making skills. This also includes working with multi-agency partners.
11.	Continuously develop knowledge of child development and how this impacts on all aspects of a child's life. This includes physical, cognitive, social, emotional and behavioural development and the impact of different parenting styles. Have a good and continually developing understanding of adult behaviours; for example, adult mental health, domestic abuse, mental health, physical health, disability and substance misuse and the impact on, and inter-relationship between, parenting and child development
12.	Good understanding of working in a complex organisation such as a Local Authority, Trust or other delivery model for Children's Services. Act in ways that protect the reputation of Northamptonshire County Council and the wider Social Work profession whilst always privileging the best interests of children. Contribute to the organisation's role as corporate parent to children in public care
13.	Arrange or provide transport/escort for Service Users e.g. to health appointments, education; provide practical support including access to living aids, to families and to young people, including those formally looked after by the Authority seeking to live independently in the community
14.	Maintain and update case notes and other records pertaining to the child/children you have responsibility for. Write reports as required and if needed give evidence in court on factual matters
15.	Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.



Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
DipSW, CQSW, Degree in social work or equivalent	Social Work Qualification	Essential
Social Work England	Registered as a Social Worker	Essential

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

Identify	Describe	Essential/ Desirable
Knowledge		
Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors		Essential
Knowledge of relevant statutory guidance and legislation governing children's social work and social care		Essential
To have prior knowledge or ability/willingness to train and apply strengths-based practice framework such as Signs of Safety methodology		Essential
To meet the KSS or be able to meet them with appropriate training and support.		Essential
Skills		
Effective communication Skills	Ability to work as a team with children and families including working co-operatively with other professionals and agencies to meet the needs of the child.	Essential / Significant
	Skills and Knowledge in listening to children and adults, in observation and in carrying out assessments of strengths and weakness within families.	Essential
	Able to communicate sensitively with children and families, with other colleagues, and effectively in writing.	Essential / Significant
Conscientious and emotionally resilient		Essential
In accordance with the immigration Act 2016 to demonstrate and ability to converse in spoken English with customers to provide advice		Essential
Driving License	Full driving license to be able to drive to customers and meetings across a large geographical area	Essential



Experience	Experience of working with Children and Families in addition to placement experience.	desirable
	Ability to relate professionally with children and families evidenced through placement work during Social Worker qualification.	Essential
Equal opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
Safeguarding	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	Fixed	Flexible	Field	Home
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