

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 children and young people receiving social work support, including children in need and children looked after and co-working more complex casework alongside an experienced social worker.

This will include undertaking assessments, visiting children and their families, to complete direct work and undertaking care planning and reviews. 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 will complete the Assessed and Supported Year of Employment (ASYE).

Main accountabilities

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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 collaboratively with children, young people and families, involving all key family members in a way that prioritises children and young people's safety. Work using NCT Relational Approach principles and embedding approaches including Restorative, Signs of Safety, Systemic and Trauma-Informed, which works collaboratively with families to empower them to find solutions whilst ensuring working within the policies, procedures of Northampton Children's Trust Services and regulatory standards.
4.	Carry out in depth and ongoing multi-agency family assessment of need and risk to children.
5.	Recognise harm and risk indicators of different forms of harm to children relating to sexual, physical, emotional abuse and neglect. Consider the possibility of Child Exploitation, grooming (on and offline), female genital mutilation, forced 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 recognise and develop knowledge and skills seeking advice from a range of sources including 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.	Use the law and regulatory and statutory guidance to inform practice decisions, seeking advice as appropriate. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both.
9.	Make realistic child centred plans in partnership with children, young people and families within a review timeline which will manage and reduce identified risks and improve outcomes for children . Any plans devised for the child need to be evidence informed, contain clear analysis, child impact and recommendations and demonstrate working together with multi-agency partners.
10.	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
11.	Act in ways that protect the reputation of Northamptonshire Children's Trust 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
12.	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 Trust seeking to live independently in the community
13.	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 with the support of a supervisor / manager
14.	Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements
15.	Ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons and to comply with the policies and procedures relating to health and safety within NCT

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

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

Identify	Describe	Essential/ Desirable
Knowledge		
Assessment	Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors	Essential
Legislation	Knowledge of relevant statutory guidance and legislation governing social work with children and families.	Essential
Theory and research	To have prior knowledge or to train in order to apply strengths-based and relational practice framework such as Signs of Safety, systemic, trauma-informed and restorative. The ability to link theory to practice to inform decision making.	Essential
	To have an understanding of the PCF / PQS (KSS) and linking to practice to evidence progression during the ASYE	Essential
Equality, Diversity and Inclusion	Knowledge of relevant legislation, theory and research.	Essential
Skills		
Effective communication Skills	Ability to work in partnership with children and families, to gather information and assess risk and need. To demonstrate the use of professional curiosity to explore and analyse the information gathered.	Essential
	An ability to work co-operatively with other professionals and agencies to meet the needs of children and young people	Essential



	In accordance with the Immigration Act 2016 to demonstrate an ability to converse in spoken English with customers to provide advice	Essential
Organisation and planning	Ability to manage a caseload, to organise, prioritise and plan interventions with children and families.	Essential
	Excellent written and verbal communication skills, including the ability to use electronic case recording systems and evidence a good standard of written and spoken English	Essential
	Ability to travel effectively to various locations both within Northamptonshire and further afield at short notice	Essential
Experience	Experience of working with Children and Families in addition to placement experience.	Desirable
	Ability to relate professionally with children and families or adults evidenced through placement work during Social Worker qualification.	Essential
	Experience of supporting and working with a culturally diverse population, ensuring services are accessible.	Essential
	Experience of working as part of a multi-agency network to prioritise work with children and families or adults	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 X	Field	Home
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