

Job Description

Our Vision

Creating a greener, fairer and more caring Cambridgeshire

Our Corporate Outcome

Cambridgeshire County Council is a place where everyone feels valued and accepted. We are an inclusive organisation with a diverse workforce, creating a positive and beneficial working environment for all that we do and, in turn, enabling us to better serve and represent our communities. We will work together to identify and remove barriers to inclusion and to enable an environment where everyone feels able to bring their whole self and be their best at work.

Our Values

Our four values are central to our culture, driving everything we do.

- **Lives Over Services**
We put people and our communities at the heart of everything that we do
- **Collaborative**
We respect and value people equally and work together through a shared purpose
- **Creative and Aspirational**
We use our bravery, boldness and curiosity to challenge and innovate
- **Accountable**
We take ownership for our outcomes, and responsibility for our behaviours

Children's Services

Children, young people, and their families are at the heart of everything we do. We believe that delivering Children's Services well has the potential to transform the lives of children, young people and their families across Cambridgeshire. We are committed to safeguarding and promoting the welfare of children, young people and their families. We help children, young people and their families to build their resilience and community connections and empower them to find their own solutions to problems. We understand that children and young people are not all the same, but they all deserve outstanding services.

We promote diversity and want a workforce that reflects the population of the communities we serve in Cambridgeshire.

Family Safeguarding Model

Cambridgeshire Children’s Services use the Family Safeguarding model which is a strengths-based, whole system approach to children’s safeguarding. Social workers are co-located with Specialist Adult Practitioners in domestic abuse, mental health and substance misuse as part of multi-disciplinary teams.

Motivational Interviewing is a core element of the Family Safeguarding model ,supporting families in dealing with a variety of mental health, substance misuse and domestic violence issues; planning and connecting them with the resources they need to achieve such change and helping them to find their own personal motivation for positive change.

A structured workbook is used by practitioners for recording case notes with the aim of improving information sharing, streamlining processes, and reducing the amount of time spent reporting.

Job purpose and person specification

Job Title:	Social Worker
Service:	Children and Families Services
Grade:	P1
Reports to:	Team Manager

Job Purpose:

Under the general direction of a Team Manager, provide a high quality and effective social work service to respond to the needs of vulnerable children and their families in a timely manner and within statutory guidelines. Work in partnership with families using the Family Safeguarding model, taking a strengths-based approach to assess need, plan and deliver focused interventions to safeguard children and promote positive outcomes. Build meaningful working relationships with children and young people that enable their voice to be heard and their lived experience to be understood. Work with multi-agency colleagues and partners to ensure holistic engagement with children and their families.

Principal Accountabilities:

Response to need

1. Provide professional leadership, specialist social work practice skills and knowledge to make independent decisions and support situations, in which risk of significant harm, ambiguity or complexity is greatest.

2. Through the intervention of assessment, identify and respond to needs, build on strengths, ensuring that analysis is robust and leads to clear outcomes that can be met through appropriate SMART plans.
3. Demonstrate good analytical, interviewing and observational skills, to ensure the voice of the child is heard and is used to inform all assessments, decision making and interventions.
4. Using the Family Safeguarding model, engage with children, young people, and their families to develop effective and empowering working relationships which facilitate change and improve outcomes for children and young people
5. To ensure legislation and statutory guidance is adhered to and challenge decisions where appropriate.
6. To act as the lead professional and ensure all matters in respect of safeguarding are dealt with promptly, effectively and in line with child protection procedures and escalated as necessary.
7. To demonstrate sound written skills through the provision of coherent, analytical and evidence based reports and plans for a variety of forums, including court, which are child focussed and reflect the impact of the child's lived experience.
8. Work in partnership with children, young people and their families to ensure that all interventions are proportionate and timely, that people are protected from harm, and that their human rights are promoted.

Partnership Working

9. Represent Cambridgeshire County Council at a community level and by working jointly with key partner agencies, develop effective multi-agency plans to enable independence, formulating appropriate solutions together with children and families.
10. To contribute to the development of integrated services and policy and to promote new ways of developing service user care, taking account of national initiatives and practice standards.
11. Share information about children with other agencies in order to safeguard them and promote their welfare as appropriate

Professional Development

12. Maintain and update knowledge regarding social policy and social work practice, be fully informed of organisational policy and procedures, relevant legislation and statutory guidance.
13. Maintain professional registration with Social Work England, engage in a range of training and development opportunities and take responsibility for own Continuous Professional Development (CPD) in line with Social Work England registration requirements.
14. Share knowledge and expertise with peers to support the development of a confident and skilled workforce.

Professional Values, Behaviours and Standards

15. Carry out duties in a timely and responsive manner, in line with Social Work England Professional Standards, the Professional Capability Framework and Cambridgeshire's County Council's values; Lives over services, Collaborative, Creative and Aspirational, Accountable
16. Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.
17. To take a key role in promoting and developing service user empowerment, recognise and celebrate diversity, demonstrate commitment to anti-racist, anti-discriminatory practice in all professional practice.
18. To be an ambassador for the social work profession both internally and externally.

Job Knowledge, Skills & Experience:

Minimum levels of qualifications and/or equivalent experience required for this job

Qualifications Required	Essential / desirable
Recognised professional Social Work qualification (Degree/Masters/Post Graduate Diploma/Social Work fast track qualifying programme)	Essential
Relevant specialist post qualifying and or post graduate training	Desirable

Current Social Work England registration	Essential
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Minimum levels of knowledge, skills and experience required for this job

Knowledge	Essential / desirable
Proven knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors.	Essential
Knowledge of relevant safeguarding legislation, statutory guidance, and procedures.	Essential
Knowledge of key children's agencies	Essential
Knowledge and awareness of issues relating to racism, discrimination and equality of opportunity	Essential

Skills	Essential / desirable
Ability to maintain high quality records, writing clear, concise, child-centred reports and plans	Essential
Ability to create a rapport and build relationships with children/young people and their families using a person centred, strengths-based approach	Essential
Ability to prioritise tasks, be accountable for managing own caseload and work to tight deadlines and targets	Essential
Excellent communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.	Essential
Commitment to and understanding of anti-racist, anti-discriminatory social work practice. Ability to positively challenge discrimination and oppressive behaviours.	Essential
Ability to thrive in a complex, fast paced and demanding environment.	Essential
Ability to lead, chair or participate in a range of multi-disciplinary meetings.	Essential
Ability to work as part of a team, using own initiative and sharing expertise and experience with others.	Essential

Excellent IT skills and ability to use a variety of IT devices, systems and databases.	Essential
Car driver with full UK licence. Ability to work from a variety of locations and travel countywide.	Essential

Experience	Essential / desirable
Experience of working as part of a multi-disciplinary team or alongside multi-agency colleagues.	Desirable
Experience of identifying and assessing need, formulating and implementing effective social work interventions in partnership with children and families	Essential
Experience of recording, summarising, analysing and evaluating complex information	Essential
Experience of social work with children and families, building effective helping relationships and overcoming challenges in doing so.	Essential