



Northamptonshire
Children's Trust

Job Description

Job Title: Senior Social Worker

POSCODE:

Grade: K42 – L44

Overall Purpose of Role

The role is responsible for providing practical and social work support for children, young people and families. This involves holding a more complex caseload. 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 post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules.

Main Accountabilities

Main Accountabilities	
1.	Work independently to hold and effectively manage a more complex caseload, acknowledging and ensuring appropriate levels of responsibility commensurate with the individual's knowledge and skills
2.	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
3.	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
4.	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
5.	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 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)

6.	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
7.	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
8.	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
9.	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
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.	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
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 Authority 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 on factual matters
14.	Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements
15.	The post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules. The post holder could be expected to take on Team Champion roles; for example, Signs of Safety Champion, Munro Champion etc

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.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder

Person Specification

Qualifications, Knowledge, Skills and Experience

Qualifications Required	Subject	Essential/Desirable
Education and qualifications	Degree in Social Work/ Certified Qualification in Social Work (CQSW)/ Certificate in Social Service (CSS)/ Diploma in Social Work (SW-SP)/ Home Office letter of recognition.	
	Registered with the Health and Care Professions Care Council on the Social Care Register.	

Identify	Details	Essential/Desirable
Experience and Knowledge:	Knowledge of main issues in relation to own client group. Awareness of the main legislative framework within which the role operates	
	Knowledge of the range of services which are available to children and families and of the organisational framework within which they are provided.	
	Extensive post qualification experience of children and families social work within a statutory or voluntary organisation	
	Proven ability to relate professionally with children and families evidenced through previous work as a Social Worker.	
	Experience of supporting more junior roles in a social work environment	

	Knowledge of child development and of family functioning and dynamics.	
	Knowledge of the range of services which are available to children and families and of the organisational framework within which they are provided	
	Knowledge of child development and of family functioning and dynamics.	
Skills:	In accordance with the immigration act demonstrate a level of fluency in English to be able to converse and provide advice to customers with ease	
	Skills and Knowledge in listening to children and adults, in observation and in carrying out assessments of strengths and weakness within families	
	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.	
	Conscientious and emotionally resilient	
	Effective communication skills	
	Able to communicate sensitively with children and families with other colleagues, and effectively in writing	
	Proven ability to relate professionally with children and families evidenced through previous work as a Social Worker.	
	Strong Report Writing and Evaluative skills	
	Full driving license to be able to drive to customers and meetings across a large geographical area.	
	Demonstrate an understanding of the safe working practices that apply to this role.	
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	
	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	
Disclosure Level		

What DBS Level is required for this post?
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None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input checked="" type="checkbox"/>
Enhanced Child/Adult Bar	<input type="checkbox"/>

Working Arrangements

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

Fixed	<input checked="" type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>