

## Job Description

Job Title RAPSS social worker

Job number

Grade P1

### Overall purpose of the job

Please write one or two sentences about why the job exists. Focus on the achievement of the key end results of the job.

To work alongside the lead social worker and reunification family worker to deliver timely and planned reunification assessments underpinned by the evidenced based NSPCC Framework. This will include assessing parental capacity to change, risk classification, analytical chronologies and participating in reflective groups.

To provide support, guidance and supervision to the reunification family workers and provide case oversight and direction on designated family workers cases in addition to holding a case load of 12-16 cases.

To undertake direct work with young people aged 8-18 years and their families delivering interventions tailored to build on existing strengths and address presenting risks.

Workers will be required to work with young people in a range of settings including residential care, foster care and the family unit; the service is county wide and travel outside of the county is necessary at times.

The role will ensure that outcomes for children and young people are positive and that children and young people are able to return to their family unit (including birth family or other family members) where it is safe to do so.

To work with the foster carers, fostering support service and children's social care to offer planned and time limited support to carers who are looking after children and young people with complex and challenging behaviours.

To seek solution to strengthen placements and support our most vulnerable young people back into in-house and in county provisions that better meet their needs.

### Main accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

Main accountabilities	
1.	<p><b>Assessment, Planning and Review</b></p> <p>Engage with young people and their families to contribute to a multi-agency assessment incorporating the NSPCC's framework to inform permanence decisions.</p> <p>To utilise analytical chronologies to capture the child's journey, highlight patterns and themes and ensure recurring risks are highlighted and addressed.</p> <p>To lead on the delivery of the framework by chairing reunification planning meetings, risk classification meetings and reflective groups.</p>

	<p>In partnership with social work teams develop plans that address the needs identified in the assessment to ensure SMART interventions can be delivered to families to support the process of reunification.</p> <p>Interventions will need to engage both the young person and parents/carers with clear timelines and expectations to support the process of reunification.</p> <p>Planned returns home will utilise available community-based resources and families networks to achieve success and support sustainability of change. Bespoke intervention will be undertaken when a young person returns home in an unplanned way.</p> <p>To undertake direct work with young people and foster carers to address factors contributing to unstable placements.</p> <p>To direct reunification family workers to undertake SMART goals, ensure parental agreements are adhered to and that robust safety plans are in place.</p> <p>Risks to children and young people will be identified and responded to in an effective and timely manner with regular reviews, monitoring and safeguarding procedures being adhered to. Ensure matters in respect of child protection are dealt with promptly, effectively and in line with child protection procedures.</p> <p>Ensure all work is recorded in accordance with organisational policies, enabling clear oversight of interventions and decision-making.</p> <p>To provide written reports which are clear, concise and informative information; reports will need to be suitable for courts and other legal purposes.</p>
2.	<p><b>Intervention with young people and their families</b></p> <p>To engage with young people aged 8-18 years ensuring their views and voice are central to assessments and interventions.</p> <p>Work with young people in a creative way including outreach work, community activities, bespoke interventions and reunification support.</p> <p>Using a systemic approach work with young people and their families to support planned and unplanned reunifications and robustly explore all permanence options ensuring that the voice of young people is actively sought and is central to decision-making.</p> <p>Deliver systemic / family based interventions, using evidence-based methodologies and tools where appropriate. This will include analytical chronologies, genograms &amp; eco maps. Assess parental capacity to change undertaking direct work with parents as agreed with the reunification social worker and team social worker.</p> <p>Be familiar with using SMART goals when working with families as these will be incorporated into parental family agreements.</p> <p>Ensure that plans minimise presenting risks to young people and that they are supported to achieve their best possible outcomes.</p>
3.	<p><b>Working with professionals</b></p>

<p>Work effectively with all professionals and services around young people and children.</p> <p>Contribute to the systems in place with multi-agency partners to enable sharing of information, collaborative working and shared planning and reflective meetings.</p> <p>To work closely with the clinical team utilising clinical input and systemic approaches.</p> <p>Represent the Reunification and Placement Stability Service by working jointly with key partner agencies and stakeholders to promote and develop the service ensuring the NSPCC's framework is embedded in Cambridgeshire.</p> <p>To share knowledge and expertise with peers to support and promote the framework at both practice and policy levels.</p>
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### 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	Essential
	Current Social Work England registration	Essential
	Actively undertake a specialist role eg Practice Educator	Desirable

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

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Proven knowledge, experience and understanding of child development, parenting capacity, environmental factors and risk and protective factors.</li> <li>• Proven previous experience of summarising, analysing and evaluating complex information</li> <li>• Experience of social work with families</li> <li>• Knowledge of systemic, strengths based, solution focussed and restorative approaches.</li> <li>• Knowledge of relevant safeguarding legislation, statutory guidance and procedures.</li> <li>• Knowledge of key children's agencies</li> <li>• Knowledge and awareness of issues relating to</li> </ul>	Essential

	<p>communities from different racial and cultural backgrounds and equal opportunities</p> <ul style="list-style-type: none"> <li>• Experience of identifying and assessing need, formulating and implementing effective social work intervention.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with young people with complex needs who typically find it difficult to engage with services</li> <li>• Experience of children's social care and safeguarding services</li> <li>• Experience in supporting young people to make positive choices and changes to their lifestyles to improve their outcomes</li> </ul>	Essential

<b>Skills</b>	<b>Describe</b>	<b>Essential / Desirable</b>
	<ul style="list-style-type: none"> <li>• Able to work flexibly to meet demands of the service; this may include planned evening and weekend working.</li> <li>• Competent in the use of IT</li> <li>• Able to effectively and appropriately influence other professionals</li> <li>• Ability to effectively plan and prioritise work load associated with case work</li> <li>• Confidence and ability to work alone and with young people in a range of settings and in their own homes</li> <li>• Able to keep excellent records of work</li> <li>• Effective verbal and written communication skills</li> </ul>	Essential

<b>Safeguarding</b> <i>(include for roles working with children/vulnerable adults)</i>	• 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
	• Ability to meet the travel needs of the post	Essential

### Disclosure level

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

### 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	<b>Flexible</b>	Field	Home
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