

 WOKINGHAM BOROUGH COUNCIL	Job Description		Job Reference
			712440
Job Title	Social Worker		
Service	Children’s Services - Social Care and Early Help	Here 4 U, Children in Care and Leaving Care Team	Various
Location	Various		
Reports to	Team Manager (with day to day management by Assistant Team Manager)		
Grade:	Type of position:	Hours per Week:	
NRSG2	Permanent Full-time	37	

This job description has been designed to indicate the general nature and level of work performed by employees within this post. It is not designed to contain or be interpreted as an inventory of all duties, responsibilities and outputs required of employees assigned to the role.

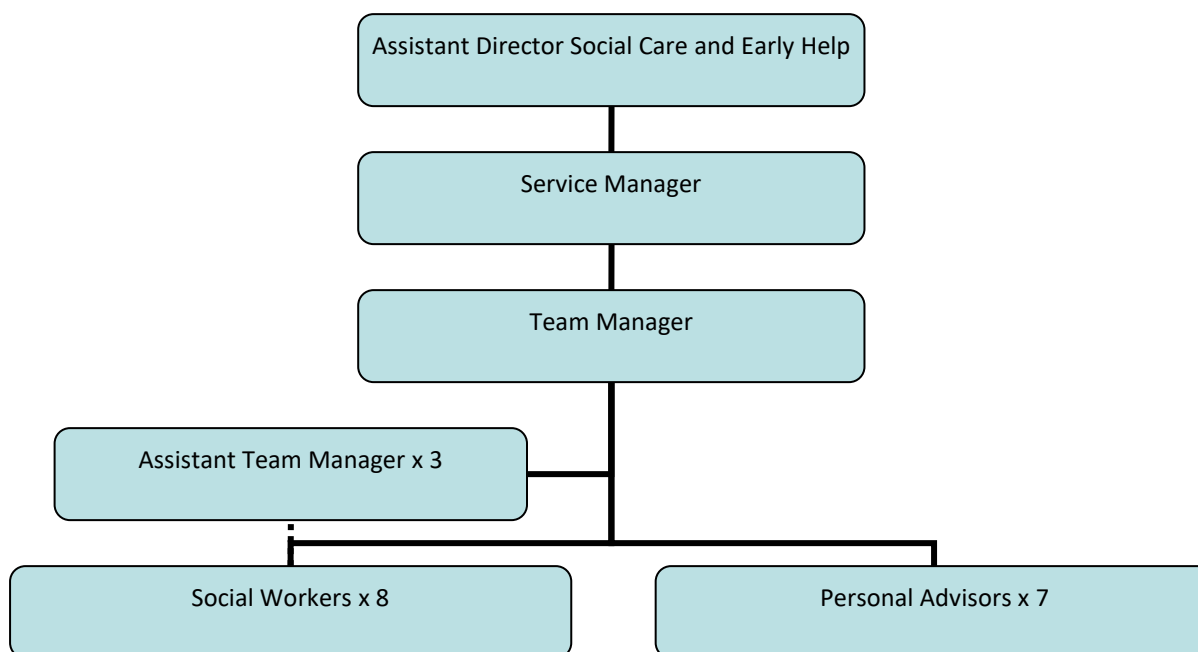
<u>Service Purpose</u>
Social Care and Early Help
• Provision of high quality and effective services to children, young people and families • To provide a first class service to children and young people to improve their outcomes whilst in care and as care leavers. • Delivery of high quality support and challenge to our partner agencies, such as schools, health, police, care providers, recognising the council’s enduring responsibility to promote the best outcomes possible for its children and students • Assurance that the council is effective, ambitious and successful as a Corporate Parent to the children and young people in its care, including Unaccompanied Asylum Seeking Children. • Development and implementation of effective strategic commissioning for children and adults, working effectively with partners to secure good outcomes • Delivery of effective and efficient services offering good value for money • Discharge of the statutory function of the Director of Children’s Services, in conjunction with the Lead Member

General description of the job

At all times, to promote and safeguard the welfare of children who live or access services in, or who are in the care of, Wokingham Borough Council.

Working as part of a service for children in our care and leaving our care with social workers, and leaving care Personal Advisors, and professionals to deliver a high quality and effective service. To provide care, support and guidance to children in care and care leavers.

Organisation Chart



Main Accountabilities of the post

1	To work as part of a team to provide a first class service to children and young people to improve their outcomes whilst in our care and as our care leavers. This includes acting as a case manager, developing positive working relationships promoting high aspirations and preparation for adulthood and independence.
2	To encourage and empower young people to participate in all decision- making processes affecting their lives, to support young people to express their views, wishes, feelings, and involve the peer consultation workers in this process when appropriate.
3	Carry out thorough assessments, including section 47 enquiries, SW reports for CIC reviews within set time scales.
4	Ensure that all information is regularly updated on electronic systems.
5	Ensure that all work carried out is in accordance with the requirements of the performance management structure and guidelines.

6	Ensure the family, child and carer are involved where possible in all decision-making and information sharing, working in a person-centred way (including addressing cultural and communication needs) ensuring choices and aspirations are acknowledged and that a professional and respectful response is given to all service users, colleagues and partnership workers at all times.
7	To be involved in understanding the child/young person's needs, making and contributing to assessments and devising programs to maximize their potential. To develop, monitor and review the Care Plan/Pathway Plan to ensure needs are met.
8	Participate in appropriate activities and learning to develop own professional expertise. Develop and improve services, maintaining up to date knowledge of statutory and regulatory requirements and good practice.
9	At all times, to promote and safeguard the welfare of children who live or access services in, or who are looked after by Wokingham Borough Council.

Additional Corporate Responsibilities		
1	High Support, High Challenge: To ensure that you bring forward your good ideas, to challenge areas where the council can improve, and to contribute to the council’s ongoing success.	
2	Health and Safety: Take reasonable care for the health and safety of yourself and of other persons who may be affected by your acts or omissions at work; and co-operate with the council to enable the council to perform or comply with its duties under statutory health and safety provisions.	
3	Equal Opportunities: To take positive action to ensure a thorough understanding of and positive commitment to equality in both service delivery and employment practices.	
4	Safeguarding responsibilities At all times to demonstrate and positively reinforce our commitment to safeguarding and promoting the welfare of children and vulnerable adults.	
5	Special Factors: Willingness and flexibility to undertake a range of roles across children’s social work as part of the job rotation system. Flexibility in working hours including some availability to work outside normal office hours. Able to work with degrees of risk, change and conflict, to identify personal stress levels, and to seek advice and support when necessary, within or outside of formal supervision. Ability to undertake lone working in a range of settings including clients’ own homes. Ability to travel to a variety of locations.	
Scope		
Resources	Facilities, equipment or systems within overall span of control	N/A
DBS Check required	Yes	

Council Values

We have a set of values for how we behave together and how we provide our services to our customers. These values help us develop a culture where staff work in a collaborative way and deliver services with high standards of care. Please view these values on our website:

<https://www.wokingham.gov.uk/council-and-meetings/open-data/about-us-our-vision-priorities-and-values/>

<u>Person</u>			
Qualifications	Essential	Desirable	How criteria will be assessed
Recognised and current professional Social Work qualification e.g. DipSW, Social Work degree, etc. and registration with Social Work England (SWE)	E		Application
Full UK driving licence with access to a car	E		Application
Technical Skills.	Essential	Desirable	
Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer based records.	E		Application
Good interpersonal and communication skills, including face-to-face communication and written work.	E		Application/ Interview/ Exercise
Problem solving skills and ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviour.	E		Application/ Interview
Ability to work alone and unsupervised at times, yet also work effectively as part of a team.	E		Application/ Interview/ References
Critical reflection and analysis.	E		Interview/Exercise
Investigation and assessment skills.	E		Interview/Exercise
Knowledge of, and ability to demonstrate the Social Work values and ethics.	E		Application/ Interview/ Exercise
Knowledge	Essential	Desirable	
Good working knowledge of the relevant statutory and regulatory framework and of an appropriate range of professional interventions.	E		Application/ Interview/ References
Critical awareness of current issues and new evidenced-based practice research.		D	Interview/Exercise
Experience	Essential	Desirable	
Previous experience in a social care, health care or education working environment.	E		Application
Client group experience in a relevant setting.		D	Application
Experience of multi-disciplinary working.		D	Application/ Interview/ Exercise

PROGRESSION / APPOINTMENT TO SOCIAL WORKER LEVELS 2, 3 and SENIOR SOCIAL WORKER

This is subject to the provisions of WBC's Social Worker Career Progression Scheme in the context of:

- Annual submission to Social Work England (SWE).
- The College of Social Work's (TCSW's) Professional Capabilities Framework (PCF).