

Job description

Post title: Social Worker
Service area: Children's Services
Grade: SO2 - PO3
Reports to: Deputy Team Manager
Your team: Disabled Children's Team
Number of supervisees: 0

Our ambition

We're determined to make Islington more equal. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a more equal borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a more equal borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a more equal workplace and foster a culture which empowers all staff to challenge inequality.

Equality is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures

Key responsibilities

As a Child and Family Social Worker you will be responsible for working to keep disabled children and their siblings in need of help and protection or in public care safe. You will work directly with the child or young person and their family or carer to build a working relationship that facilitates meaningful and sustainable change whilst maintaining the focus on risk. You will share and exercise the organisational practice ethos which places Motivational Social Work and trauma-informed practice at the heart of working with families. You will show a strong commitment and an ability to use evidence-based approaches throughout your practice.

Manage the specific set of tasks relating to statutory case responsibility for disabled children and their siblings in need of help and protection and in public care, with the support of an appropriately qualified supervisor:

- a. Build a working relationship with the child, family or carers to decide the best way to keep them safe and bring about change ensuring that child protection is always prioritised. Observe and communicate with a child in their environment to help understand their physical and emotional world, including use of appropriate skills and techniques where a child communicates non verbally.
- b. Identify and analyse risks and protective factors and potential impact on the child and parental capacity. Consider how impact of traumatic experiences affect the current every day functioning and long-term development and dynamics. Set out the most relevant options for resolving the difficulties facing each child.
- c. Work intensively with the child, their families and carer using evidenced-based skills-based approaches in direct work helping them to identify goals and bring about meaningful and sustainable change.
- d. Review and scrutinise regularly whether the help provided is making a difference to reduce risk and adjust the plan accordingly.
- e. Report risk through the line management structure, where relevant.
- f. Use supervision reflectively to discuss, debate and test hypotheses about what is happening in examining your cases. Explore not only the presenting issues but the underlying causes of risks and needs. Invest in shaping your supervision to improve your case practice and help you develop your competence and confidence as a practitioner and within your role. Engage in continuous self-evaluation of case practice through self-reflection and consultation and explore your limitations.
- g. Use case recording as a way to extend your understanding of the case and inform analysis and decision-making. Show accountability for the help being provided by producing written case notes and reports, which are well argued, focused and jargon free. Present a clear analysis and a sound rationale for actions as well as any conclusions reached, so that all parties are well informed.
- h. Maintain effective working relationships with peers, managers and leaders both within the profession, throughout multi-agency partnerships and public bodies, including the family courts.
- i. Demonstrate a clear understanding and knowledge of disability issues based on local and national publications, research and legislation including the SEND reforms and the use of Education, Health and Care Plans and provision of support via personal budgets

Additional Expectations

The post holder is expected to:

- ensure all the services within the area(s) of responsibility are provided in accordance with the Council's commitment to high quality service provision to users.
- to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.
- to carry out their responsibilities/duties within the framework of the Council's Dignity for all Policy (Equal Opportunities Policy).
- carry out their duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
- ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.
- adhere to the standards of conduct, performance and ethics of Social Work England.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

Frontline Role. Possible to have combination of work from home and office days.

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Essential criteria	Criteria description	Assessed by
1	Social Work England (Formally HCPC) social work qualification.	Application

Experience

Essential criteria	Criteria description	Assessed by
2	Evidence of being able to meet the standards of set out in the Knowledge & Skills Statement for Child and Family Social Work.	Application/
3	Demonstrated Motivational Social Work (MSW) skills in practice. Ability to maintain an average of a 2.5 score measured by MSW practice framework through practice	Application/ Interview
	observations. continuum of levels of risks and needs. Ability to make and defend recommendations about risk and need	Application/
	based on evidence and professional judgement. different forms of harm to children including, sexual, physical and emotional abuse and neglect; the impact of cumulative harm; the full range of adult behaviours which pose a risk to children, including but not limited	Application/

to
CSE, gangs, radicalisation.

Essential criteria	Criteria description	Assessed by
6 ongoing	Demonstrated ability to carry out in-depth and with particular emphasis on capacity for change. Ability to effectively use child and family participation in the process and knowing the contributions that other professional disciplines make to social work	Application/ Interview/

Essential criteria	Criteria description	Assessed by
7	Demonstrated ability to work with the disabled child family to set out clear goals that detail what needs to change and how those involved will work toward achieving that change. Evidence of drawing the relevant people into the plan and involving as many non-	Application/
	professionals as possible. evidenced-based approaches to actively inform casework	Application/
9	Demonstrated evidence of direct work with children and families that have experienced different forms of trauma (e.g. neglect, domestic violence, substance misuse, mental ill health). Evidence of using specialist services only when the need is outside of expected level of expertise for a child and family	Application/
	social challenges and barriers facing disabled children and their families and the ability to support them to achieve good outcomes including through the provision of	Application/
	personal budgets family's own reasons for change and ideas about how change should happen.	Application/
12	Evidence of showing resilience to be able to manage fluctuating demands of caseload work. Demonstrated high organisational skills and ability to prioritise workload.	Application/
13	Ability to use practice performance data and internal external feedback to quality assure the effectiveness of	Application/
	the help being provided. opportunities to enhance your professional practice (e.g.	Application/
	supervision, team meetings and other forums). and communicate clearly the identified issues. Ability to	Application/
	present information clearly and concisely both verbally and in writing.	Application/
	without unnecessary escalation but has confidence to	Application/
	ask for help. equal opportunity and diversity policy "Dignity for All."	Application/
18	Demonstrated commitment to providing a service respects children and young people's	Young Person

Essential criteria	Criteria description	Assessed by
19	Ability to take constructive feedback and provide proportionate and timely response when concerns about	Young Person
	the help being provided are raised and consistently integrated the help being provided.	Young Person

Special requirements of the post

Essential criteria	Criteria description	Assessed by
21	This role requires registration and good standing with Work England, formally Health and Care Professions Council (HCPC), and satisfactory enhanced clearance from the Disclosure and Barring Service.	Application

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage

Employer, Disability Confident Committed, The Mayor's Good Work Standard,

