

Job description

Post title: Social Worker

Service area: Safeguarding and Family Support, Children's Services

Grade: S02/P03

Reports to: Practice Manager

Your team: CLA Team 1/2

Number of supervisees: None

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

Manage the specific set of tasks relating to statutory case responsibility for children, young people and care leavers in need of help and protection and in public care, with the support of an appropriately qualified supervisor.

To develop a culture of trauma-informed practice that helps to improve the quality of relationships with children and young people, through Motivational Practice.

1) Relationships and effective direct work

a) Build effective relationships with the child, young person, family or carers to decide the best way to keep them safe, bring about change and improve outcomes ensuring that child protection is always prioritised. Observe and talk to children, young people and their families/carers within in their environment to help understand their physical and emotional world.

b) Provide support using best evidence direct work address support identified needs, significant risk and support children and young people in placements, those being adopted and moving to independence.

c) Work with a range of professionals, helping them understand the child and young person's needs and ensuring that these are met in different contexts.

2) Communication

a) To communicate clearly and sensitively with children and families/carers and other professionals within differing contexts taking into account diversity and the need to tailor communication styles. To engage and motivate people to participate in support services.

b) To listen to the wishes and feelings of children and young people and support parents, carers and other professionals to understand behaviour and improve outcomes within a range of contexts.

c) Produce written cases notes and reports that are well argued, focused and jargon free with sound analysis and rationale for actions.

3) Child Development

Have an understanding and knowledge of child development milestones, and how they can be impacted on by trauma. With this knowledge to be able to seek additional professional advice when needed in order effectively understand, challenge and advocate on behalf of children with their parents, carers and the professional network.

4) Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability

To have a clear and empathic understanding of how the above issues impact on the parent-child relationship. To use this understanding to develop a holistic view of family circumstances. To plan

collaboratively with parents and the wider network enabling parents to effect change, when possible, and to help children make sense of their history when it is not.

5) Abuse and neglect in children and young people

To have an awareness and curiosity of what the indicators of abuse and neglect are and to use this to collate multi-agency information and, where necessary, confidently lead investigations to protect children.

6) Assessments

To complete thorough, child-focussed and ongoing assessments which recognise strengths, vulnerabilities as well as attitude to change. To ensure that assessments bring out clearly the voice of the child and demonstrate an empathic view of how family and wider circumstances impact on children's ability to develop to their full potential.

7) Analysis, decision-making, planning and review

a) Analyse plans regularly to ensure the support provided is making a difference to reduce risk and adjust the plan accordingly, including the views of children, young people, parents, carers and the professional network.

Demonstrate accountability for the support being provided by producing written case notes and reports which are reasoned, purposeful and jargon-free. Present a clear analysis and a sound rationale for actions and decisions made, so that all parties are well informed.

8) The law and the family, and youth justice systems

Use the law, regulatory and statutory guidance to inform practice. Demonstrate ability to participate in decision-making to ensure children are kept safe, utilising the legal powers, duties and resources available.

9) Role of supervision

Use individual and group supervision reflectively to discuss, debate and test hypotheses when examining your cases. You will explore multiple perspectives and presenting issues, linked to underlying risks or needs. Utilise supervision to develop your practice skills, build confidence and reflect on your own development.

10) Organisational context

a) Operate successfully in a wide range of organisational contexts, complying with the checks and balances within local and national systems.

b) Maintain effective working relationships with peers, managers and leaders both within the profession, throughout multi-agency partnerships and public bodies, including the family courts.

c) Encourage and advocate for organisational focus, resource and support for the children and young people you work with.

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 the Health and Care Professions Council.

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

Office-Based/Frontline Role

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

Qualifications

| Essential criteria | Criteria description | Assessed by |
|--------------------|---|-------------|
| 1 | Social Work qualification and must be registered with Social Work England. | Application |
| 2 | Good understanding of relevant legislation, regulation, safeguarding practices and research on what works to improve outcomes for children and families | Application |
| 3 | Demonstrate skills aligned with the Motivational Practice framework (role play interview). | Role Play |

Experience

| Essential criteria | Criteria description | Assessed by |
|--------------------|---|----------------------------|
| 4 | Relationship and effective direct work Demonstrate evidence of building purposeful relationships balancing empathy and authority. You will show experience of direct work, working with the impact of trauma and ensuring safeguarding is always prioritised. | Application/Interview |
| 5 | Communication (oral)& (written) Demonstrate evidence of communicating and listening with children and families/carers taking into account diversity and the need to tailor communication style to engage and motivate people to participate in support services. Produce written case notes and reports that are well argued, focused with sound analysis and rational for actions. | Application/Interview/Test |
| 6 | Child Development Demonstrate ability to engage children in their environment, understand the world in which they live and the quality of their key relationships; to recognise signs that the child may not be meeting developmental milestones, has been harmed or is at risk of harm; to utilise research and evidenced-based approaches to actively inform casework. | Application/Interview |

| Essential criteria | Criteria description | Assessed by |
|--------------------|--|-----------------------|
| 7 | <p>Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability</p> <p>Demonstrate the ability to act upon (e.g. consultation and referral to other services) adult mental ill health, substance misuse, domestic abuse, physical ill health and disability in order to mitigate risk to children and improve individual and family functioning.</p> | Application/Interview |

Skills

| Essential criteria | Criteria description | Assessed by |
|--------------------|--|-----------------------|
| 8 | <p>Abuse & neglect in children</p> <p>Demonstrate the ability to assess the impact of cumulative trauma and be clear about concerns namely: sexual, physical, emotional abuse, neglect, CSE, gangs and radicalization as well as the impact of parental issues on children.</p> | Application/Interview |
| 9 | <p>Assessments</p> <p>Demonstrate ability to collaboratively carry out multi-agency, in-depth and ongoing assessments of social need and risk to children with particular emphasis on capacity for change, leading to effective planning to address the impact of trauma, where the voice of the child is given precedence.</p> | Application/Interview |
| 10 | <p>Analysis, decision making, planning and review</p> <p>Evidence of being able to identify thresholds within the continuum of risks and needs. Ability to make clear recommendations about how to enable change to address risk and need based on evidence and professional judgement.</p> <p>Collaborate with the child, family or carers to set out clear goals about what needs to change and when. Evidence of drawing the relevant people into the plan, including family's own support network, ensuring plans are purposeful and support children to reach their potential.</p> | Application/Interview |
| 11 | <p>Role of supervision</p> <p>Demonstrated ability to make effective use of reflective and discussion opportunities to enhance your professional practice. Awareness of your own emotional response to the work and the ability to identify strategies to ensure a high quality of service.</p> | Application/Interview |

Special requirements of the post

| Essential criteria | Criteria description | Assessed by |
|--------------------|---|-------------|
| 12 | This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service | |

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

