

Social Worker

Reports to:	Team Manager		
Department:	Early Help and Social Care	Grade:	SO2, PO1, PO2 and PO3
DBS Status:	Enhanced and barred from working with adults and children (0-25 Children and Young People with Disabilities, Looked after Children and Permanency) <i>If working in any other section</i> = Enhanced and barred from working with children	Politically restricted:	No
Job Purpose: The postholder will undertake statutory social work responsibilities including assessment, planning, intervention, and review, working in partnership with children, families, carers, and multi-agency professionals. The role contributes to safeguarding, permanence planning, transition planning and improving outcomes for children and young people through relationship-based practice and evidence-informed decision making.			
Values Collaborate proactively. Lead inclusively. Embrace change. Be bold and curious. Celebrate and share our success.			
Job specific roles and responsibilities • Deliver high-quality social work practice in accordance with statutory duties, legislation, professional standards, departmental procedures, and Social Work England requirements. • Complete child and family assessments, including Children in Need, Child Protection, Looked After Children, fostering, kinship, and adoption assessments as appropriate. • Develop, implement, and review outcome-focused care plans with children, young people, families, and carers. • Undertake direct work with children and young people, ensuring their wishes, feelings and lived experiences inform all assessments, plans and decisions. • Manage a caseload appropriate to grade and level of experience, prioritising workload effectively and responding to changing risks and needs. • Maintain accurate, timely and high-quality case recordings and prepare reports and present evidence for court proceedings, reviews, panels, conferences, and other statutory forums as required. • Work collaboratively with education, health, police, housing, voluntary sector organisations, and other partners to deliver coordinated support to children and families.			

- Assess and manage risk, making evidence-based professional judgements and taking appropriate action to protect children from harm.
- Support children and young people preparing for independence, transitions to adulthood and leaving care where applicable.
- Participate in supervision, training, professional development activities, and reflective practice to enhance performance and maintain professional registration.
- At PO3 level, provide professional support, mentoring and guidance to less experienced social workers and contribute to practice development across the team.
- At PO3 level, deputise for senior practitioners or practice consultants when required.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

We are committed to an inclusive workplace where everyone is treated with dignity, respect, and fairness. All employees are expected to promote equality, diversity, and inclusion, and candidates may be assessed on their ability to contribute to an inclusive working environment.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Knowledge and Qualifications

SO2

- Social Work Degree, DipSW, CQSW or equivalent recognised social work qualification.
- Registered with Social Work England.
- Working towards successful completion of the Assessed and Supported Year in Employment (ASYE).

PO1 and above

- Successful completion of ASYE.
- Continued registration with Social Work England.

PO2

- Evidence of continuing professional development.
- Comprehensive knowledge of relevant childcare legislation, statutory guidance and safeguarding procedures.

PO3

- Advanced professional knowledge in one or more specialist areas of children's social work practice.

Experience

SO2

- Successful completion of professional social work training including practice placements.

PO1

- Experience of managing a full social work caseload.
- Experience of assessment, planning and direct work with children and families.

PO2

- Experience of managing complex cases involving significant risk.
- Experience of court work and legal intervention processes.

PO3

- Experience of managing highly complex and high-risk cases.
- Experience of mentoring, supporting or developing less experienced practitioners.
- Experience contributing to service improvement and practice development.

Skills and Abilities

- Strong assessment, analysis and decision-making skills.
- Ability to undertake effective direct work with children and young people.
- Ability to develop effective, outcome-focused care plans.
- Excellent written and verbal communication skills.

- Ability to prepare clear, concise and analytical reports for professional and legal audiences.
- Ability to maintain accurate case records and documentation.
- Ability to work collaboratively with multi-agency partners.
- Ability to prioritise competing demands and manage workload effectively.
- Ability to work within a strengths-based, relationship-based, and anti-discriminatory practice framework.
- Commitment to equality, diversity and inclusion.
- Ability to manage conflict, challenge appropriately and influence positive change.
- Competent use of information technology and electronic case management systems.

Budget Responsibility: N/A

Overall Headcount: N/A

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs