

## Role profile

|                     |                                |                  |         |
|---------------------|--------------------------------|------------------|---------|
| <b>Job Title:</b>   | Senior Social Worker (Generic) | <b>Grade:</b>    | 11      |
| <b>Department:</b>  | Children and Families          | <b>Post no.:</b> | Various |
| <b>Directorate:</b> | Children's                     | <b>Location:</b> | Various |

|                          |                                            |
|--------------------------|--------------------------------------------|
| <b>Role reports to:</b>  | Deputy Team Manager / Team Manager         |
| <b>Direct reports:</b>   | Support Workers where applicable, students |
| <b>Indirect reports:</b> |                                            |

## Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

### Purpose of role

- To undertake work with challenging cases, providing an exemplary service in line with statutory requirements and departmental priorities, improving outcomes for children and young people.
- To demonstrate effective practice in the most complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals within multi-disciplinary teams, including more senior levels.
- To manage complex caseloads and offer opinion, support and professional wisdom within the organisation and to others.
- To model best practice, setting expectations for others. To take responsibility for coaching and mentoring student social workers and supervising the work of Support Workers, where applicable.
- To participate in the management of the duty system, as required.

## Key accountabilities

- To undertake the range of duties and responsibilities on behalf of the Department as specified in the Children's Act 1989 and such other legislation as is or may be appropriate to work with children and their families, to include:
  - a) The investigation of alleged neglect, ill treatment or abuse of children and to make enquiries as to the need to provide services to such children, instigate Child Protection procedures or an application to a court for an appropriate order in respect of such children.
  - b) The supervision of children placed on the Child Protection or Children in Need plans.
  - c) The assessment and supervision of children looked after by Ealing in order that statutory duties towards such children are met.
  - d) To undertake the preparation of reports, statements and such other legal documents as may be required in relation to children and young persons in both criminal and family proceedings courts within the relevant timescales to attend court and represent the department.
  - e) To undertake assessments, design and implement care/protection plans in complex situations by a variety of methods of intervention and to encourage the development of quality standards and practice.
  - f) To receive and manage the investigation and assessment of referrals and to instigate/recommend appropriate action.
- In the exercise of the duties and responsibilities described above, to manage the provision of such counselling, individual or family work as may be required other than that which could appropriately be undertaken elsewhere.
- To manage a more complex caseload working with a high degree of personal and professional accountability and autonomy.
- In key child protection cases, respond to public and other agencies in writing, by telephone or by direct contact, following Council protocols. When relevant liaise with relevant external agencies e.g. police, health authority etc.
- To provide innovative social work services to service users.
- To follow a guiding principle that children should remain with their own families wherever possible. Where it is legally upheld that natural family circumstance

have irretrievably broken down, to plan a secure and permanent home future for children, ensuring that the family or care provider has clear information about the child or children's background and that contact with natural relatives is maintained wherever possible.

- Provide expertise in a specialist field acting as a resource to the team and department to develop best practice; to engage in research and evaluation of practice.
- Promote a learning culture and lead on sharing and disseminating best practice within multi-disciplinary teams, across the department and partnerships and contribute to learning and development activities.
- Model, identify and promote best practice, policy, procedures and training informed by current evidence. Provide practice consultation and promote respect for professional social worker expertise.
- Undertake complex assessments, make sound analytical judgements and utilise the most effective means of providing innovative care packages within budgetary constraints in conjunction with partners and external agencies.
- Utilise management information and information technology to record, retrieve and analyse information.
- To maintain contemporaneous notes of visits, interviews and telephone conversations; to complete appropriate forms, documents and correspondence according to the departmental code of practice.
- To supervise and support students using the practice educator framework and/or to support and enable learning of others.
- To support the Council's vision for Children's Services in line with overall corporate objectives.
- To represent the team on working groups, in multi-disciplinary teams or multi-functional settings or liaison meetings.
- To be reflect upon and review own continuous professional development

### **Key performance indicators**

- An excellent knowledge and clear understanding of all relevant current legislation and Court processes.
- All cases are handled to the highest professional standard and within the legal, ethical boundaries of the profession. Cases to be managed as expediently as possible ensuring the best outcomes for the children, families and young people of Ealing.
- Evidence of continuous professional development and personal contribution to the learning culture.
- Achievement of performance targets as set out in corporate, service, team and individual plans.
- Evidence of personal development as Practice Educator including feedback from student social workers in their final year.

### **Key relationships (internal and external)**

- All teams and services within the council with an input into children's safeguarding, protection and care including Legal
- All teams and services within Children's Services
- Children and families within Ealing
- Police
- Schools
- Community and hospital health services
- Voluntary Services
- Social Work England

### **Authority level**

Supervisory responsibility for social work students and Support Workers, where applicable.

- Contributes to the development of professional best practice.

## **Person specification**

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

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### **Essential knowledge, skills and abilities**

1. A systematic understanding, knowledge and a critical awareness of current problems and new insights, including those at the forefront of social work thinking with children and families.
2. Ability to show originality in the application of knowledge, together with a practical understanding of how established techniques of research and enquiry are used to create and interpret knowledge in the discipline.
3. Knowledge of the availability and delivery of services to children and their families within a multi-agency setting and the current issues and legislation affecting them.
4. Ability to analyse risk in child protection and plan appropriate interventions.
5. Excellent communication, interpersonal and presentation skills to enable meaningful dialogue with children, families, carers, multi-agency professionals and networks, internal and external departments as well as colleagues within other local authorities, often in highly charged, complex and challenging circumstances.
6. Ability to write coherent, comprehensive, accurate and analytical records, court statements, service agreements and reports.
7. Ability to work autonomously, whilst maintaining accountability and using line management supervision appropriately.
8. A thorough understanding of the needs of vulnerable children and the ability to plan, implement and review plans to keep children safe in partnership with families and multi-disciplinary professionals.
9. Ability to provide high quality, reflective, analytical and evidence-based supervision to develop social work students to the highest professional standards.
10. Ability to prioritise work, exercise initiative and use personal authority appropriately.
11. Ability to embrace diversity in service delivery and evaluation and ability to practice within the legal and ethical boundaries of the social work profession.
12. Knowledge of the Children Act 1989 and regulations, governmental policy and guidelines and other relevant legislation relating to children and young people.
13. Knowledge of child safeguarding, protection and social work issues especially in relation to working in a multi-cultural community.
14. Ability to use IT systems and software packages to maintain accurate and comprehensive work records.

15. Ability to respect confidentiality and the dignity of others at all times.

**Essential qualification(s) and experience**

1. Professional social work qualification: CQSW, DipSW, CCETSW approved equivalent, social work degree.
2. Social Work England registration.
3. Enabling Others Certification/Practice Educator Framework – Stage 1.
4. Post qualification experience of working in a statutory children's social care setting.
5. Experience of dealing with complex child protection/safeguarding issues.
6. Experience and comprehensive understanding of current legislation affecting protection and placement of children in need and/or at risk.
7. Experience of supervising the work performance of others.
8. A proven track record of consistently high standards of practice and evidence of ability to take on the most complex and challenging cases.

## Values and behaviours

| Improved life for residents                                                                                                                                                                                                                                                                     | Trustworthy                                                                                                                                                 | Collaborative                                                                                                                                                                                                                                                                                    | Innovative                                                                                                                                                                                                                                                                         | Accountable                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Is passionate about making Ealing a better place</li> <li>• Can see and appreciate things from a resident point of view</li> <li>• Understands what people want and need</li> <li>• Encourages change to tackle underlying causes or issues</li> </ul> | <ul style="list-style-type: none"> <li>• Does what they say they'll do on time</li> <li>• Is open and honest</li> <li>• Treats all people fairly</li> </ul> | <ul style="list-style-type: none"> <li>• Ambitious and confident in leading partnerships</li> <li>• Offers to share knowledge and ideas</li> <li>• Challenges constructively and respectfully listens to feedback</li> <li>• Overcomes barriers to develop our outcomes for residents</li> </ul> | <ul style="list-style-type: none"> <li>• Tries out ways to do things better, faster and for less cost</li> <li>• Brings in ideas from outside to improve performance</li> <li>• Takes calculated risks to improve outcomes</li> <li>• Learns from mistakes and failures</li> </ul> | <ul style="list-style-type: none"> <li>• Encourages all stakeholders to participate in decision making</li> <li>• Makes things happen</li> <li>• Acts on feedback to improve performance</li> <li>• Works to high standards</li> </ul> |