

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services	Job Ref Number: 02451
Service Area: Children's Services	Grade: 9 (click here for value)
Job Title: Social Worker – Level 2 For use across the following teams: Family Assessment and Support Team, Adoption, Fostering, Children with Disabilities, Children In Care.	
PURPOSE OF JOB: It is expected that the post holder will have at least two years, post qualifying experience. The role is responsible for providing practical and social work support for children, young people and families. This involves holding a more complex caseload. This will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, direct work with children, young people and families and any other work identified as necessary. All this must be based on best evidence and good practice, privileging the best interests of children and young people. The post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules.	
TEAM STRUCTURE: <div style="text-align: center;"> <div style="background-color: #4a7ebb; color: white; padding: 10px; margin: 10px auto; width: 150px;">Practice Supervisor</div> <div style="width: 1px; height: 20px; background-color: black; margin: 0 auto;"></div> <div style="background-color: #4a7ebb; color: white; padding: 10px; margin: 10px auto; width: 150px;">Level 2</div> </div>	
MAIN DUTIES:	
1)	Work independently to hold and effectively manage a caseload, acknowledging and ensuring appropriate levels of responsibility commensurate with the individual's knowledge and skills.
2)	Work directly with children, young people and families, involving all key family members and prioritising children and young people's safety. Work using Signs of Safety methodology, which works collaboratively with families to empower them to find solutions whilst ensuring working within the policies, procedures of Children's Services and regulatory standards.
3)	Carry out in depth and ongoing family assessment of social need and risk to children, with particular focus on parental capacity and capacity to change.

4)	Recognise harm and risk indicators of different forms of harm to children relating to sexual, physical and emotional abuse and neglect. Consider the possibility of Child Sexual Exploitation, grooming (on and offline), female genital mutilation, enforced marriage and the range of adult behaviours which pose a risk to children, recognising too the potential for children to be perpetrators of abuse.
5)	Use reflective supervision, research and other guidance to recognising one's own professional limitations and how and when to seek advice from a range of sources, including Practice Supervisors, senior practice leaders and other clinical practitioners from a range of disciplines. The post holder will work in conjunction with senior staff and managers through available support systems (supervision, appraisal, mentoring, co-working and work shadowing).
6)	Navigate the family and youth justice systems in England using legal powers and duties to support families, to protect children and to look after children in the public care system, including the regulated frameworks that support the full range of permanence options. Participate in decisions about whether to make an application to the family court, the order to be applied for and the preparation and presentation of evidence.
7)	Seek advice and professional second opinion as required in relation to the legal issues, interventions and plans which frequently impact children, young people and families involved with statutory services.
8)	Use the law and regulatory and statutory guidance to inform practice decisions. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both.
9)	Make realistic child centred plans within a review timeline which will manage and reduce identified risks and meets the needs of the child. Any plans devised for the child need to be evidence informed, demonstrate clear analysis and professional judgement and evaluative decision making skills. This also includes working with multi-agency partners.
10)	Continuously develop knowledge of child development and how this impacts on all aspects of a child's life. This includes physical, cognitive, social, emotional and behavioural development and the impact of different parenting styles. Have a good and continually developing understanding of adult behaviours; for example, adult mental health, domestic abuse, mental health, physical health, disability and substance misuse and the impact on, and inter-relationship between, parenting and child development.
11)	Good understanding of working in a complex organisation such as a Local Authority, Trust or other delivery model for Children's Services. Act in ways that protect the reputation of Lincolnshire County Council and the wider Social Work profession whilst always privileging the best interests of children. Contribute to the organisation's role as corporate parent to children in public care.
12)	Arrange or provide transport/escort for Service Users e.g. to health appointments, education; provide practical support including access to living aids, to families and to young people, including those formally looked after by the Authority seeking to live independently in the community.
13)	Maintain and update case notes and other records pertaining to the child/children you have responsibility for. Write reports as required and if needed give evidence in court on factual matters.
14)	Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements.
15)	The post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules. The post holder could be expected to take on Team Champion roles; for example, Signs of Safety Champion, Munro Champion etc.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Recognised qualification in Social	A	X	

Work (Degree, PGDip or MA/MSc)			
Registered with the HCPC and ensure that registration is maintained and renewed appropriately	A	X	
Professional curiosity	A, T, I		X
Collaborative, able to work in partnership	A, T, I, P	X	
Driving Licence	A	X	
Relationship building skills, socially confident and adaptable	T, I, P	X	
Emotionally resilient	T, I, P	X	
Strong writing and reporting plus evaluative skills	A, T, I, P	X	
Conscientious	T, I, P	X	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self –service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding - All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:	
Job Title	Social Worker - Level 2
Identifier	02451
Director Area	Children's Services
Service Area	
Section	Cross Service
Date	08/11/2017
Score	520
Grade	Grade 9
Description	

Factor Levels:	
Supervision/Management Of People	2.1
Dispersal Awarded	No
Creativity & Innovation	4
Contacts & Relationships	5
Decisions - Discretion	3
Decisions - Consequences	2
Resources	1
Work Demands	3
Physical Demands	1
Working Conditions	2
Work Context	4
Knowledge & Skill	5