

Social Worker - Safeguarding Team

Scale point: 29-32 | Based in Kingston and Richmond | Permanent | Full time

About the service

The child protection teams sit within the Safeguarding division and work directly with children and their families who are subject to a child protection plan, or who have a Child in Need status. This will include; strategy discussions (open cases), child protection conference review and child in need planning and review. The team works to a range of legal options to support investigation, protection and accommodation. If required, they give evidence in court using contingency planning to anticipate complexity and changing circumstances. The safeguarding teams will transfer cases to the permanence services when it is clear that permanent away from home will be the outcome.

About the role

All of our social work roles work in partnership with children, young people and those connected to them, in order to co-create plans that meet the identified need. As a Social Worker you are expected to work alongside other professionals, to ensure that our children and young people receive appropriate care, education and health services, and any other support needed to ensure their needs are appropriately met. The Social worker will work directly with children who are subject to a Child Protection Plan, or who have Child in Need status. This includes having Strategy discussion (open cases), Child Protection Conference Reviews; and Child In Need Planning and Reviews. The Social Worker will work to a range of legal options to support investigation and protection and accommodation and if required may be required to give evidence in court; using contingency planning to anticipate complexity and changing circumstances.

The Safeguarding teams will transfer cases to the Permanence service when it is clear that permanence away from home will be the outcome.

About you: our role specification

Qualifications

- Educated to a degree level with a relevant professional qualification in social work.
- Postgraduate qualification in a relevant field i.e. social work, leadership and management.
- Active Social Work England registration and proven evidence of continuing professional development

Skills and experience

- Able to use evidence and professional judgement to make decisions and determine the risk of future harm.
- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, presentations, written updates to a range of stakeholders (which may include families, children or young people).
- Knowledge of statutory legislation (for example Children's Act) and national policy drivers that will affect children's services and your role.
- Experience of assessing the needs of children and their families in accordance with the Framework for the Assessment.
- Experienced in managing an allocated caseload, planning and organising workload to meet statutory timescales and local policy response appropriately and independently (as appropriate) to unanticipated problems.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. Microsoft or Google software.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with limited management oversight.
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic including excellent negotiation and influencing skills.

The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.

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