Leeds City Council

**Job Description**

**Job Title:** Senior Social Worker

**Service Area:** Social Work Service

**Directorate:** Children’s Services

**Core Values, Ambitions and Goals**

As a Council our Ambition is to be the best City Council in the UK

Our behaviours will be influenced by our values of;

* Working as a Team for Leeds
* Being Open, Honest & Trusted
* Working with Communities
* Treating People Fairly
* Spending Money Wisely

**Children’s Services Directorate**

**Our Vision**

We want Leeds to be a Child Friendly City and are committed to ensuring that children and young people;

* are safe from harm
* do well at school and are ready for work
* choose healthy lifestyles
* have fun growing up, and
* are active citizens who feel they have voice and influence

**Our goals**

We believe that every Children’s Services employee can make a contribution to make our vision a reality and we encouraged everyone to work as part of the directorate team to shape children and family centred local services based on our priorities of ;

* helping children to live in safe and supportive families
* ensuring that we protect the most vulnerable
* encouraging activity and healthy eating
* improving support where there are additional health needs
* promoting sexual health
* readiness for school
* improving behaviour, attendance and achievement
* reducing the numbers of young people who are not in employment, education or training
* providing opportunities for play, leisure, culture and sporting opportunities
* reducing youth crime and anti-social behaviour
* increasing participation, voice and influence

LEEDS CITY COUNCIL - Job Description

**Directorate**: Children and Families

**Service Area:** Social Care

**Job Title:** Senior Social Worker

**Grade:** PO1

**Responsible To:** Team Manager

**Responsible For:** Senior Social Worker will supervise students and provide guidance for trainees, support staff and social work assistants.

**Conditions of Service:** NJC Conditions apply.

**Job Purpose:**  Under the general direction of a Team Manager to provide a high quality and comprehensive social work service to children, their families and carers in accordance with the organisational needs, policy and practices of the Directorate and within statutory guidelines. Develop relationships with children, young people and families/carers so as to best provide a high quality service. Honour commitments and demonstrate accountability.

The post holder must at all times carry out his/her responsibilities within the City Council’s Policies and Procedures, in particular the Council Policies on Equality and Diversity, Health and Safety, and also within the Health & Care Professions Council (HCPC) Code of Practice.

This is an experienced Social Worker role with specific responsibilities for managing a caseload of higher levels of complexity, which will include assessment and management of risk and to provide casework advice, support and guidance to other team members.

**Core Responsibilities:**

Undertake emergency duties in relation to safeguarding concerns that transpire out of hours using a child focused approach in accordance with agreed statutory and directorate procedures.

To provide advice to other professionals out of hours when dealing with emergency safeguarding concerns.

On the basis of assessed needs and risks and, using a child focused approach, devise and implement safety plans to manage the risk until normal working hours.

Responsible for analysing information to inform safe decision making. To hold strategy discussions with

partner agencies to ensure safety planning for children who have suffered or likely to suffer significant harm.

To use a safeguarding framework, to make enquiries, investigate and manage risks where children have experienced or likely to experience significant harm.

Provide written and verbal reports which are concise, informative and based on analysis of complex evidence which can be used within the legal context.

Maintain and update case notes and other records and write reports as required.

Work directly with children and young people and their families in an emergency situation out of hours.

Use management information systems, keeping them up to date and able to provide concise and accurate information about circumstances and plans within the requirements of data protection.

Be compliant with relevant governance, policy and procedures.

Develop and maintain effective working relationships with other professionals within the directorate and partner agencies to ensure integrated, holistic and multidisciplinary approach to the care management and safeguarding of service users.

Contribute to the promotion of improved outcomes for individuals, families, carers and groups from diverse and disadvantaged communities.

Be responsible for understanding and applying all relevant practice standards, policies and procedures. Maintain an awareness of related theories and legislation. Disseminate knowledge and contribute to the delivery of a high standard of service.

Responsible for planning and negotiating a range of appropriate services and interventions that meet the needs of service users within delegated levels of responsibility.

Assist in the planning and developing of future services and policies, promote innovative ways of developing practice and contribute to the development of capacity within the community.

Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required.

Under the direction of the Team Managerundertake specific pieces of work in relation to customer feedback, representations, complaints, multi-agency projects or service developments and make recommendations or actions plans to implement these to improve service delivery.

Appropriately participate in meetings and relevant forums and convene and chair multi agency meetings in line with procedures.

Organise work activities taking account of the need to prioritise tasks and responsibilities ensuring statutory legislation and service priorities are met.

To work to and within the prescribed Professional Capabilities Framework.

Work to the prescribed standards for service provision and maintain performance and develop practice and experience in line with personal targets as agreed with line manager through supervision and appraisal.

Participate in training and development activities that ensure up to date knowledge, skills, and continuous professional development.

To support bank staff and work closely as part of the team in development of bank staff.

To comply with the requirements of all Leeds City Council and Directorate policies and procedures and staff instructions, including responsibilities under Health and Safety policy and procedures.

To actively promote and support Leeds City Council’s and Directorate policies on Equality and Diversity.

To undertake any other duties and responsibilities appropriate to the grade and purpose of the job as may be determined by the directorate.

**Job Overview:** To be responsible for a complex caseload which includes the assessment of needs and management of risk regarding children, their families and carers. Maintain and update case notes and other records, write reports as required and if required, give evidence in court in relation to care or other proceedings. Contribute to planning and developing of future services and policies and promote innovative ways of developing support to service users. Supervise students and develop the practice learning setting. Give guidance to trainees, support staff and social work assistants as required.

**RESPONSIBILITIES:**

* Carry out the role and responsibilities an emergency duty team social worker which will include complex and statutory work.
* Hold strategy discussions with partner agencies when needed to safeguard children.
* Working restoratively to develop and maintain effective relationships with children and young people, their families and carers to achieve positive outcomes.
* Receive, screen and respond to requests for service and referrals
* Work with children and young people, families and carers to help them make informed decisions, enabling them to clarify and express their needs and contribute to safety plans.
* Where necessary work in the court arena with appropriate support to obtain and implement court orders.
* Plan and commission services and support for children, young people and their families.
* Contribute to the development of practice and services through participation in workshops, and consultations.
* Undertake preventative work with families in order to reduce the need for children to become looked after in care.
* Work with relevant agencies, including the convening and chairing of meetings.
* Work to be undertaken with supervision and guidance from the Team Manager.
* Promote the right to advocacy to all children and young people and offer full information on how to make complaints.

**Equality & Diversity**: Within the Council this is about making sure that everyone can fully join in the social, cultural, political and economic life of the city. The City Council is committed to its value of Treating People Fairly; this includes our staff and the people of Leeds. We will make sure that we do not discriminate against people because of their age, impairment, ethnic origin, nationality, religious belief, social class, gender, sexual orientation, gender reassignment, and marital status, responsibility for dependants, trade union activity or for any other unfair reason.

**Health & Safety**: The Council believes that ensuring the safety, health and well-being of employees, contractors, service users (including learners) and all others affected by our activities is essential to accomplishing our ambition and values. As a large employer we are committed to being an exemplar for good practice and contributing to the wider health agenda by ensuring that work doesn’t contribute to poor health, using the workplace to improve health and well-being, and supporting our workforce to be “Happy, Healthy and Here”. We expect all employees to contribute to their own individual safety and well being and to that of others who may be affected by their actions.

**SPECIAL CONDITIONS** This post is subject to an Enhanced Level Check with the Disclosure and Barring Service (DBS). This post is subject to a higher level check with the Criminal Records Bureau. In discharging its function under the Local Authority Social Services Act 1970, the Directorate is covered by the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975 ) and any applicant is obliged to disclose ALL convictions and cautions, no matter how long ago they occurred and regardless of whether the offences were committed as an adult or a juvenile.

Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

**PERSONAL SPECIFICATION ESSENTIAL REQUIREMENTS:** It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements.

Method of Assessment will be through one or more of the following Application Form, Test, Interview or Certificate.

**Qualifications:** Appropriate professional qualification (BSc, BA, MA, DipSW, CQSW or equivalent) Registration with the Health & Care Professions Council (HCPC) upon commencement of the post and maintain registration.

**Skills required**

* Able to effectively plan, manage, prioritise and evaluate work with service users.
* Ability to plan, prioritise and time manage a complex workload.
* A high level of effective written and verbal communication and the ability to pass information accurately and concisely with a range of partners and services users, carers and colleagues.
* Able to overcome resistance and to exercise assertiveness in appropriate situations when working with individuals, families, carers and other agencies.
* Ability to negotiate, challenge and manage conflict.
* To innovate and problem solve with the ability to identify appropriate social work interventions in order to promote positive change.
* Ability to devise, implement review and evaluate service and support plans.
* Ability to assess the needs of and work with individuals and groups using a person centred approach.
* Ability to exercise individual judgement and consult where and when necessary.
* Ability to be flexible, creative and use own initiative.
* Ability to maintain accurate service user records, assessments and follow policy and procedure.

**Skills required - continued**

* Able to record, evidence and communicate using technology.
* Able to exercise individual judgement, assess risk and consult where and when appropriate.
* Ability to chair multi agency and other meetings and represent the Council in a professional capacity.
* Able to develop self and others including mentoring, supervision and development of student placements and other social work staff.
* Able to lead and motivate staff.

**Knowledge required**

* Appropriate social work professional qualification (BSc, BA, MA, DipSW, CQSW, or equivalent).
* Registration with the Health & Care Professions Council (HCPC).
* Practice Educator Level 2.
* Recent relevant professional development.
* Knowledge and understanding of the legislative framework appropriate to the needs of service users from a wide range of backgrounds.
* Understanding of the roles and responsibilities of statutory and voluntary agencies.
* Basic awareness of IT systems including Microsoft Office, Internet and Email.
* Of current, trends, policies, legislation and regulatory bodies in relation to vulnerable people within a social care setting.
* Demonstrate an understanding of the importance of confidentiality and the needs and wishes of individuals, families and carers as appropriate.
* Demonstrate an awareness of needs and safeguarding issues associated with vulnerable people.
* Demonstrate an understanding of diversity issues within local communities.
* A good understanding of the challenges of working within a multi-agency environment.
* Ability to work and engage with children and young people and use their views to inform assessments, plans and interventions.

**Experience required**

* Experience of working within a Social Care environment.
* Experience of working in a multi-agency setting.
* Demonstrated creativity in tackling and solving problems.
* Of working within and implementing a person centred/child focused approach.
* Experience of supervising, supporting, encouraging and advising qualified and non-qualified staff.

Use of reflective practice techniques to critically analyse information to inform decision making and planning.
* Producing written records and reports to a high standard for a variety of purposes with language suited to function.
* Managing a high level, complex and diverse caseload within agreed parameters, policy and procedure.
* Application of information gathering skills to make and contribute to assessments.

**Behavioural & Other Related Characteristics required**

* Committed to continuous improvement.
* Identify and take account of the significance of diversity on the lives of people and show application of this understanding in practice.
* To carry out all duties having regard to an employee’s responsibility under the Council’s Health & Safety Policies.
* Take responsibility for improving practice through professional development.
* Registration with the Health & Care Professions Council (HCPC) upon commencement in post and maintain yearly registration.

**PERSONAL SPECIFICATION DESIRABLE REQUIREMENTS**: It is desirable that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates are not required to meet all the Desirable requirements however these may be used to distinguish between acceptable candidates.

Method of Assessment will be through one or more of the following Application Form, Test, Interview or Certificate.

**Skills required**

* Possession of a full current driving licence

**Knowledge required**

* Consolidation of learning for specialist practice

**Experience required**

* Of working and reporting within a court environment

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