

## Kent County Council

### Job Description: *Social Worker – Adolescent Support Team (AST)*

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| <b>Directorate:</b>    | <b>Children, Young People and Education</b> |
| <b>Unit/Section:</b>   | <b>Integrated Adolescent Service</b>        |
| <b>Grade:</b>          | <b>KR9</b>                                  |
| <b>Responsible to:</b> | <b>AST Team Manager</b>                     |

#### **Purpose of the Job:**

To deliver and improve services for Children in Need, with a clear focus on those in need of protection and the wider safeguarding agenda through the provision of high-quality social work interventions and effective liaison with local partners.

To work within a team of professional Social Workers and/or early intervention staff to provide services to children or young people who are on the edge of care.

To provide statutory assessments and interventions to young homeless (aged 16 – 18) who would be considered as Southwark Judgements.

The caseload will be managed within the relevant framework of supervision dependent on the complexity of the case and post qualification experience of the post holder.

#### **Main duties and responsibilities:**

- Manage a Children & Families caseload to include complex and diverse cases, involving joint housing assessments, child and family assessments and reviews, to effectively meet the needs of the client group, in line with the standards set out in the Social Care Capability Framework.
- Ensure that complex information is analysed, risks are identified and recommendations made for which there is professional accountability
- Initiate and develop close working partnerships with statutory agencies, voluntary and private sector agencies, carers and those with parental responsibility in order to facilitate good outcomes for children and their families.
- Advocate for the rights of young person, carers and families as detailed in current legislation, maintaining knowledge of available resources, and of the roles of other agencies and to liaise on behalf of service users
- Complete effective and timely recording of accurate information using agreed systems.

- Maintain a good working knowledge of legislation, local policies and procedures, particularly those relating to Young Homeless, Looked After Children, Children in Need and Child Protection, acting in line with these to ensure consistency and a high quality of service delivery.
- Attend training courses and other development opportunities as agreed with line manager to ensure compliance with Social Work England requirements.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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### Person Specification: *Social Worker – Adolescent Support Team (AST)*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

|                             | <b>CRITERIA</b>   |
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| <b>QUALIFICATIONS</b>       | <p>Degree in Social Work (Dip HE/Degree or Post Grad) and registration as a social worker with Social Work England.</p> <p>ASYE must be completed if more the 2 years post qualified.</p>   |
| <b>EXPERIENCE</b>           | <p>Statutory social work experience with adolescents and their families.</p> <p>Track record of delivering direct work and possess effective communication and engagement skills to support vulnerable and challenging adolescents, and their families.</p> <p>Use of systemic model and strengths based practice e.g. Signs of Safety practice framework (or similar).</p>   |
| <b>SKILLS AND ABILITIES</b> | <p>Good interpersonal skills in order to communicate effectively with children, families and colleagues.</p> <p>Previous use of crisis intervention or solution focussed and strengths based approaches to empower young people and their families.</p> <p>Ability to prioritise and to work effectively on own initiative as well as within a team.</p> <p>Good report-writing skills and the ability to communicate clearly in writing.</p> <p>Undertake high quality assessments and develop and review plans.</p> <p>Computer literate.</p> |
| <b>KNOWLEDGE</b>            | <p>Working knowledge of adolescent development and how external factors may affect a young person's decision making, resilience and overall wellbeing.</p> <p>Demonstrate an ability to underpin practice with a theoretical base, including attachment and trauma theory.</p> <p>Working knowledge of legislation, policies, frameworks and regulations in relation to children in need and looked after children.</p>   |

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|  | <p>Working knowledge of legislation, case law and joint assessment and intervention protocols in relation to Southwark Judgement children.</p> <p>Knowledge of factors which affect young people, including child sexual exploitation, youth offending, gangs, substance misuse, child to parent violence.</p> <p>Knowledge of factors relating to adults and how this may affect their parenting capacity including mental health, domestic violence, substance misuse.</p>   |
| <b>PERSONAL QUALITIES</b>                  | <p>Emotionally resilient, including the ability to work well under pressure and / or in crisis.</p> <p>Enthusiasm and commitment to working with young people in difficult circumstances or whom have been socially excluded.</p> <p>Commitment to ongoing personal learning and development.</p>  |
| <b>KENT VALUES AND CULTURAL ATTRIBUTES</b> | <p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p> |