

**Directorate:** Children, Young People and Education  
**Unit/Section:** Integrated Children's Service  
**Grade:** KR9  
**Responsible to:** Team Manager

## **Social Care Capability Framework level: New Practitioner/Practitioner**

### **Level Descriptor**

In their first year of practice should understand the nature of their role and continually strive to develop their skills knowledge and values with support for their supervisor and others, Initial high levels of support and supervision should reflect increasing autonomy and confidence evident over time. Caseloads will be fewer and less complex during the ASYE period. Core social care capabilities should be embedded.

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

Manage a Children & Families caseload of various levels of complexity, involving the assessment, planning, implementation and evaluation of appropriate action, contributing to the effective application of resources to safeguard and promote the welfare of children and their families. The postholder should be working in line with the Social Care Capability Framework (SCCF).

The post holder must complete the ASYE standard within 2 years of qualifying.

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

- Manage a Children & Families caseload to include complex and diverse cases, involving assessments, reviews and the preparation of welfare reports and court attendance, to effectively meet the needs of the client group, in line with the standards set out in the Social Care Capability Framework. 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.
- 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.
- 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 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 and SCCF requirements

Our procedures comply with DPA and your application will be processed and stored appropriately.

For Fostering and Adoption teams only

- Recruit, train, assess and support adoptive parents and foster carers to ensure that there is a suitable range of placements to meet the needs of children within the District and across the County and to facilitate the adoption and fostering process.

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.

# Kent County Council

## Person Specification: *Social Worker*

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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>
<b>QUALIFICATIONS</b>	<p>Degree in Social Work (Dip HE/Degree or Post Grad) and up to date registration with appropriate professional body</p> <p>ASYE must be completed if more the 2 years post qualified</p>
<b>EXPERIENCE</b>	<p>Relevant experience to demonstrate the capabilities required.</p> <p>Use of systemic model of practice e.g. Signs of Safety</p>
<b>SKILLS AND ABILITIES</b>	<p>Good interpersonal skills in order to communicate effectively with children, families and colleagues.</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>Ability to work within a court setting</p> <p>Computer literate</p>
<b>KNOWLEDGE</b>	<p>Working knowledge of child development and demonstrate an ability to underpin practice with a theoretical base, including attachment theory and the needs of Looked After Children/Children in Need/children in the Child Protection system</p> <p>Working knowledge of legislation, policies, frameworks and regulations.</p> <p>Working knowledge of County procedures relating to Looked After Children/Children in Need/Child Protection</p> <p>Knowledge of family court proceedings</p> <p>Knowledge of factors relating to adults including mental health, domestic violence, substance misuse</p>
<b>PERSONAL QUALITIES</b>	<p>Emotionally resilient</p> <p>Commitment to personal learning and development</p>

	<p>Commitment to equal opportunities and valuing diversity</p> <p>Commitment to Social Work England Code of Conduct</p> <p>Flexibility</p> <p>Maintain confidentiality</p> <p>Demonstrate a commitment to supervision and reflective practice</p>
<b>BEHAVIOURS AND KENT VALUES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• <b>We are brave. We do the right thing, we accept and offer challenge</b></li> <li>• <b>We are curious to innovate and improve</b></li> <li>• <b>We are compassionate, understanding and respectful to all</b></li> <li>• <b>We are strong together by sharing knowledge</b></li> <li>• <b>We are all responsible for the difference we make</b></li> </ul>

**Directorate:** Children, Young People and Education

**Unit/Section:** Adolescent Support Team

**Grade:** KR10

**Responsible to:** AST Team Manager

**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 HCPC and SCCF 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.

# Kent County Council

## Person Specification: *Social Worker*

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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>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>ASWE 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>

	<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>BEHAVIOURS AND KENT VALUES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• <b>We are brave. We do the right thing, we accept and offer challenge</b></li> <li>• <b>We are curious to innovate and improve</b></li> <li>• <b>We are compassionate, understanding and respectful to all</b></li> <li>• <b>We are strong together by sharing knowledge</b></li> <li>• <b>We are all responsible for the difference we make</b></li> </ul>