

## Kent County Council

### Job Description: *Experienced Social Worker*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Specialist Children's Services</b>
<b>Grade:</b>	<b>KR10</b>
<b>Responsible to:</b>	<b>Team Manager/Senior Practitioner</b>

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

Manage a caseload of newly arrived unaccompanied asylum-seeking children who are Children in Care to the local authority. This will be diverse in complexity and involve assessment, planning and implementation to ensure the children are safeguarded and well cared for.

Raise the standard of professional work within the Team by contributing to training initiatives and "in-house" core training courses whilst consolidating a breadth of social work practice.

Post holder should be working in line with the competency standards set out in the Competency Assessment Social Worker Career Grade.

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

- Manage a high and diverse number of cases within the parameters of agreed policies and practices, together with the professional guidance and support from Senior Practitioners to make sure children are safeguarded and well cared for.
- On a rota basis, undertake initial assessments of newly arrived unaccompanied asylum-seeking children when they first present to authorities in Kent, i.e., Dover Port, to identify immediate risks, needs and placement.
- Complete all statutory requirements for a child entering local authority care within timescales until their case is transferred to either Kent's Child in Care Service or another local authority.
- Complete Merton case law compliant age assessments where concerns have been raised regarding the child's claimed age.
- Write witness statements and give evidence in Court should an age assessment decision be legally challenged.
- Work in partnership with the child, statutory and third sector agencies including Police, Health, the Home Office, solicitors, Refugee Council and Young Lives Foundation to identify, evaluate and review care plans to produce positive outcomes for children.

- Assist the team's Senior Practitioners and other colleagues in identifying, planning, and delivering its core tasks of safeguarding and supporting unaccompanied asylum-seeking children in the local authority's care.
- Maintain an awareness of changes in child development etc., and related theories, legislation, corporate and directorate policies, local and agency practices, in order to disseminate knowledge and contribute to the delivery of a high standard of service.
- Attend regular "in-house" core training courses, compile a portfolio of evidence supported by experiences in the field to achieve appropriate competency levels within the Competency Assessment Social Worker Career Grade.
- Provide a high-quality resource of professional social work knowledge and expertise to the Service's unqualified social care staff as well as foster carers and semi-independent providers to support them in providing the best possible care to unaccompanied asylum-seeking children.

Footnote: This job description is provided to assist the job holder to know what his/her 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: *Experienced 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>	Degree in Social Work, CQSW/DipSW or equivalent and registration as a social worker with Social Work England  Evidence of relevant professional development
<b>EXPERIENCE</b>	Substantial diverse experience of working with children and families, of which some should be post qualification experience  Demonstrate experience of working with complex family situations some of which must be in a statutory childcare setting
<b>SKILLS AND ABILITIES</b>	Ability to supervise and develop student placements and other social worker staff  Computer literate with good written skills for report and assessment writing  Good interpersonal skills to communicate effectively with clients and colleagues  Interest/desire to lead in training courses  Supervisory, mediation and negotiation skills  Ability to work effectively on own initiative as well as within a team

<b>KNOWLEDGE</b>	<p>Good Working knowledge of The Children's Act 1989, Adoption Act 1976, Adoption Regulations, Placement of Children Regulations, Foster Placement Regulations and Child Care Regulations</p> <p>Good working knowledge of County Procedures relating to Looked After Children, Children in Need, and children in the Child Protection System</p> <p>Good understanding of Quality Protects – Transforming Children's Services, Working Together</p> <p>Good working knowledge of family relationships</p> <p>Good understanding of Court Proceedings</p> <p>Good working knowledge of Assessment Framework</p>
<b>PERSONAL QUALITIES</b>	<p>Willingness to attend regular training opportunities</p> <p>Emotional Resilience</p> <p>Professional credibility</p> <p>Flexibility</p> <p>Commitment to Equal Opportunities</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day</p>
<b>COMPETENCIES</b>	<p>Competencies are set within the "Kent Social Services Children and Families – Training Framework – Child Care Post Qualification Training Programme April 2000"</p>
<b>BEHAVIOURS AND KENT VALUES</b>	<p><b>Behaviours:</b></p> <ul style="list-style-type: none"> <li>• Professional credibility</li> <li>• Innovative/flexibility</li> <li>• Motivation</li> <li>• Leadership skills</li> <li>• Commitment to Equal Opportunities</li> </ul> <p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• Open</li> <li>• Invite Contribution and Challenge</li> <li>• Accountable</li> </ul>