

# Northamptonshire Children's Trust

## Senior Social worker

### Job description

Post title: Senior Social Worker

Salary grade: K42 - L44

Hours: 37

Location: Northamptonshire

Reports to: Team Manager

Service area: Safeguarding and Children's Services

### Overall purpose of the post

The role is responsible for providing practical and social work support for children, young people and families. This involves holding a more complex caseload. This will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, direct work with children, young people and families and any other work identified as necessary. All this must be based on best evidence and good practice, privileging the best interests of children and young people. The post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules

### Principal responsibilities

1. Work independently to hold and effectively manage a more complex caseload, acknowledging and ensuring appropriate levels of responsibility commensurate with the individual's knowledge and skills
2. Work directly with children, young people and families, involving all key family members and prioritising children and young people's safety. Work using Signs of Safety methodology, which works collaboratively with families to empower them to

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find solutions whilst ensuring working within the policies, procedures of Children's Services and regulatory standards

3. Carry out in depth and ongoing family assessment of social need and risk to children, with particular focus on parental capacity and capacity to change
4. Recognise harm and risk indicators of different forms of harm to children relating to sexual, physical and emotional abuse and neglect. Consider the possibility of Child Sexual Exploitation, grooming (on and offline), female genital mutilation, enforced marriage and the range of adult behaviours which pose a risk to children, recognising too the potential for children to be perpetrators of abuse
5. Use reflective supervision, research and other guidance to recognising one's own professional limitations and how and when to seek advice from a range of sources, including Advanced Practitioners and other clinical practitioners from a range of disciplines. The post holder will work in conjunction with senior staff and managers through available support systems (supervision, appraisal, mentoring, co-working and work shadowing).
6. Navigate the family and youth justice systems in England using legal powers and duties to support families, to protect children and to look after children in the public care system, including the regulated frameworks that support the full range of permanence options. Participate in decisions about whether to make an application to the family court, the order to be applied for and the preparation and presentation of evidence.
7. Seek advice and professional second opinion as required in relation to the legal issues, interventions and plans which frequently impact children, young people and families involved with statutory services.
8. Use the law and regulatory and statutory guidance to inform practice decisions. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both
9. Make realistic child centred plans within a review timeline which will manage and reduce identified risks and meets the needs of the child. Any plans devised for the child need to be evidence informed, demonstrate clear analysis and professional judgement and evaluative decision making skills. This also includes working with multi-agency partners
10. Continuously develop knowledge of child development and how this impacts on all aspects of a child's life. This includes physical, cognitive, social, emotional and

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behavioural development and the impact of different parenting styles. Have a good and continually developing understanding of adult behaviours; for example, adult mental health, domestic abuse, mental health, physical health, disability and substance misuse and the impact on, and inter-relationship between, parenting and child development.

11. Good understanding of working in a complex organisation such as a Local Authority, Trust or other delivery model for Children's Services. Act in ways that protect the reputation of Northamptonshire County Council and the wider Social Work profession whilst always privileging the best interests of children. Contribute to the organisation's role as corporate parent to children in public care
12. Arrange or provide transport/escort for Service Users e.g. to health appointments, education; provide practical support including access to living aids, to families and to young people, including those formally looked after by the Authority seeking to live independently in the community
13. Maintain and update case notes and other records pertaining to the child/children you have responsibility for. Write reports as required and if needed give evidence in court on factual matters
14. Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements
15. The post holder could be expected to offer mentoring, work-shadowing/work experience opportunities and study towards the Practice Educator qualification and post qualifying modules. The post holder could be expected to take on Team Champion roles; for example, Signs of Safety Champion, Munro Champion etc.
16. We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

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## Person Specification

Post Title: Senior Social Worker

Grade: K42 - L44

Service Area: Safeguarding and Children's Services

Attributes	Essential Criteria	Desirable Criteria
<b>Education and qualifications</b>	Social Work qualification DipSW, CQSW, Degree in social work or equivalent Social Work England registration	
<b>Experience and knowledge</b>	Knowledge of main issues in relation to own client group. Awareness of the main legislative framework within which the role operates	
	Knowledge of the range of services which are available to children and families and of the organisational framework within which they are provided.	
	Knowledge of child development and of family functioning and dynamics.	
<b>Ability and skills</b>	In accordance with the immigration act demonstrate a level of fluency in English to be able to converse and provide advice to customers with ease	
	Skills and Knowledge in listening to children and	

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Attributes	Essential Criteria	Desirable Criteria
	adults, in observation and in carrying out assessments of strengths and weakness within families	
	Ability to work as a team with children and families including working co-operatively with other professionals and agencies to meet the needs of the child.	
	Conscientious and emotionally resilient	
	Effective communication skills	
	Able to communicate sensitively with children and families with other colleagues, and effectively in writing	
	Strong Report Writing and Evaluative skills	
	Full driving license to be able to drive to customers and meetings across a large geographical area	
<b>Experience</b>	Extensive post qualification experience of children and families social work within a statutory or voluntary organisation	
	Proven ability to relate professionally with children and families evidenced through previous work as a Social Worker.	
	Experience of supporting more junior roles in a social work environment	

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Attributes	Essential Criteria	Desirable Criteria
<b>Safeguarding</b>	Demonstrate an understanding of the safe working practices that apply to this role.	
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults	
<b>Equal opportunities</b>	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	