

Role Profile

Part A - Grade & Structure Information

Job Family Code	9SW	Role Title	Hope Social Worker
Grade	PS9SC	Reports to (role title)	Team Manager
		Directorate	Children, Families, Learning and Communities
JE Band	314-370	Service	Childrens resources
		Team	Hope Service
		Date Role Profile was created	19/07/2020

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	To contribute to the delivery of interventions for children and young people with complex emotional, social and mental health needs, bringing a social care perspective to the work. You will be working with a complex caseload of children within the Hope service, providing a range of evidence based and best practice interventions within the community, to support and protect children and young people with mental health difficulties and their families. You will be required to undertake a holistic assessment which includes their mental health and risk of young people, families and carers at home, in general hospitals and psychiatric hospitals. This role also requires attendance at all statutory meetings in relation to cases you are involved with including Professionals meetings, Child Protection Conferences, Core Group meetings, care planning approach meetings, CLA and Child in Need meetings with a particular focus on ensuring that the emotional, social and mental health needs of children are met effectively with robust risk management.
Work Context	This role involves an assertive outreach approach to deliver direct work to children, young people, their families and carers in the community. The post holder will manage a complex caseload, of children and young people with Emotional, social and mental health needs. The post holder will oversee care planning and risk management, attend key meetings to progress the plan for individual children as well as contribute to overall reflective and systemic thinking. The post holder will utilise and input into System One/ health recording system.
Line management responsibility if applicable	There is no line management responsibility, but there may be the opportunity to supervise or mentor students.
Budget responsibility if applicable	N/A

<p>Representative Accountabilities</p> <p>Typical accountabilities in roles at this level in this job family</p>	<p>Casework Management</p> <ul style="list-style-type: none"> • Take professional responsibility as directed for managing a caseload which will include individuals, children, families and carers who require support and guidance. Enable them to identify their needs and plan support to meet those needs using the full range of options, seeking advice and support where appropriate. • Demonstrate confident and effective judgement about risk and accountability in decision making. <p>Assessment and Review</p> <ul style="list-style-type: none"> • Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. <p>Advice and Guidance</p> <ul style="list-style-type: none"> • Provide information, advice and guidance in line with current national legislation and to recognise the need for, and appropriately signpost to other agencies, services or providers. <p>Safeguarding</p> <ul style="list-style-type: none"> • Understand the forms of harm and their impact on people and be able to identify safeguarding concerns. • Where relevant and with support undertake assessment and planning for safeguarding. <p>Staff Development</p> <ul style="list-style-type: none"> • Share and present professional knowledge and expertise with colleagues within the team. • When appropriate provide professional reflective supervision to staff who are not professionally qualified. <p>Data Quality</p> <ul style="list-style-type: none"> • Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. • Take responsibility for working within the Directorate's data protection policies.
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none"> • Relevant professional qualification and registration where required. • Up to date working knowledge of relevant national and local policy and statutory guidance and legislation in relation to the provision of social care services. • Sound knowledge of social care processes and responsibilities in line with personalisation, self directed support and person centred planning. • An understanding of the principles of confidentiality and information governance and how these apply to social care. • An understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to write assessment documents, letters, emails and reports in a way that is clear and easily understood by anyone reading them. • Ability to co-operate and work well with others, support colleagues both within and outside of the team and contribute to the successful achievement of team goals, sharing information and learning whilst supporting others. • Competent in the use of basic IT skills. • Competent in the use of basic numeracy skills with the ability to understand and explain basic cost information. • Ability and willingness to develop effective professional reflective supervision skills to support less experienced qualified staff.

Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none"> • Professional social work qualification, CQSW or Diploma in Social Work (Dip SW). • Registered with social care England or in process of registration • This is a Social work role working specifically with Emotional Wellbeing, Social and Mental Health. There will be an expectation of experience or knowledge of evidence based practice in Family Therapy, Counselling, Solution Focused Therapy or similar & Mental Health. Sound experience of undertaking direct therapeutic work with children and young people, working with parents, families, carers and the networks to achieve optimal outcomes for children and young people. • Ability to show initiative and work effectively within multi-agency and inter-professional settings. • To liaise, communicate and work in partnership with other internal departments, and partner agencies.
Role Summary	<p>Roles at this level provide professional social work, occupational therapy and other support to individuals, children, families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. They engage with individuals, children, families, groups and communities to assess and intervene and using professional judgement employ a range of interventions promoting choice, control and independence.</p>
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