

BRIGHTON & HOVE CITY COUNCIL

JOB DESCRIPTION

Job Title:	Senior Social Worker
Reports To:	Pod Manager
Directorate:	Families, Children & Learning
Section:	Children's Social Work Services in Safeguarding & Care and the Specialist Community Disability Service

Purpose of the Job

To deliver high quality relationship-based practise in order to improve outcomes for children and families and support safe and stable family lives. To undertake a range of statutory duties in accordance with relevant legislation in relation to children, and their families, who are in need, in need of protection or who are in care. Senior Social Workers are expected to take a lead in modelling and supporting excellent social work practice. Senior Social Workers are also accountable for supervising and supporting Student Social Workers, NQSWs and less experienced social workers. Senior Social Workers contribute to the leadership and management of the pod and the development of good practice across the organisation.

Principal Accountabilities

1. To provide support to children, families and carers in complex situations, including care proceedings, and make assessments of need, plan appropriate resources, provide interventions and review these in line with outcomes for children & families.
2. To provide high quality support to families and develop specialist knowledge and share this knowledge and good practice with other practitioners in the pod and across the service.
3. To take a lead in the education and assessment of student social workers, the management and assessment of NQSWs and support and mentoring of less experienced social workers.
4. To contribute to, and lead, group supervision and to facilitate 1:1 supervision for NQSWs and students.
5. To take a lead with care planning and permanency planning, including providing consultations to social workers and support in attending court, review meetings and other challenging forums.
6. The maintenance of accurate records, which are of a high standard and promote good practice in recording.

7. To complete high quality reports, including for the court, which are based on good assessments that take into account the race, culture and identity of families, and to contribute to, and quality assure, assessments produced by other practitioners.
 8. To contribute to training and learning events, including the development of communities of practice in specific approaches which underpin the Team Around the Relationship.
- To be aware of and act in accordance with the Council's Equalities Policy
 - To be aware of and act in accordance with the Council's Health & Safety Policy and agreed Codes of Practice.

Your duties will be as set out in the above job description but please note that the Council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job.

You will be consulted about and proposed changes.

The list of duties in the job description should not be regarded as exclusive or exhaustive.

There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

BRIGHTON & HOVE CITY COUNCIL

PERSON SPECIFICATION

Job Title: Senior Social Worker

Directorate: Families, Children & Learning

Section: Children's Social Work Services

Criteria Essential Criteria

Job Related Education, Qualifications & Knowledge

- Professional social work qualification e.g. CQSW, DipSw, MSW and evidence of further post-qualifying training such as PQSW / Child Care Award or Practice Teaching Award
- Knowledge of all relevant Child Care legislation, Adoption legislation, the Assessment Framework and other relevant national guidance.
- Understanding of child protection policies, procedures and practices eg Child protection, Children in Care, court proceedings
- Awareness of the department's quality standards and the ability to monitor and evaluate work against them.

Experience

- Evidence of direct work with children in need and their families and significant experience of working in the child protection system.
- Extensive relevant experience, at least 3 years, as a Social Worker
- Experience of managing and / or supervising social workers or student social workers.

Skills & Abilities

- Ability to assess children and families in relation to their need for support and/or protection from harm and excellent written skills.
- Ability to build relationships with children and families and to use these relationships to affect change.
- Ability to use theory and research to inform practice and decision making
- Ability to be self-motivated and resilient and to prioritise own workload as well as working collaboratively and supporting that of others.
- Ability to facilitate 1:1 and group supervision.
- Ability to make informed decisions and to lead on care planning for children.
- Competence in enabling others through management, supervision, consultation, practice teaching or direct contributions to education and training.

- Able to demonstrate competency against the Professional Social Work Capabilities Framework at the advanced level and the Knowledge and Skills Statement for Children and Families Practitioners.

Equalities

- The ability to practice in a way that considers the race, culture and identity of families and challenges discrimination and oppression.
- To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.

Other Requirements

- Able to demonstrate reliability, consistency and commitment to work with children and families.
- A value base consistent with the values of Brighton & Hove City Council and the Team Around the Relationship.
- Ability to evidence CPD undertaken since qualifying and a commitment to ongoing professional development.