



BRIGHTON & HOVE CITY COUNCIL

JOB DESCRIPTION

JOB TITLE: Social Worker

DEPARTMENT: Children's Services

SECTION: Children's Social Work Services

REPORTS TO: Pod Manager

PURPOSE OF JOB

To undertake social work duties by delivering relationship-based practice to children and families in need across the whole of our service from initial assessment, via child protection and child in need planning where necessary, to corporate parenting of children who are in care in order to support safe and stable family lives.

PRINCIPAL RESPONSIBILITIES

1. Assessing need and planning and delivering appropriate responses.
2. Working in partnership with colleagues from other agencies to deliver accessible and effective services, empowering parents and carers to develop and maintain safe parenting practices.
3. Maintenance of knowledge of relevant legislation, departmental and corporate policies and procedures relating to looked after children, children in need and child protection, to achieve a high quality of service delivery.
4. Monitoring and supervising the well being of service users according to statutory and departmental guidelines.
5. Ensure that all work with children, families and young people promotes positive relationships and meets the requirements of the Corporate Plan, our Service Plan, and Team Plans as well as the values of Brighton and Hove City Council and relationship-based practice.
6. Maintaining written and electronic records of work in accordance with departmental guidelines.

7. Prepare written reports for professional colleagues and court as required.
8. Participate in meetings necessary for the effective safeguarding of children and young people, including group supervision and Reflective Practice Groups.
9. Participation in continuing professional development opportunities and contribution to the development of good social work practice across the service..
- 10.To embrace the Council's Equalities Policy and contribute to the service's Equalities Action Plan.
- 11.To adhere to the Council's Health and Safety Policy.

You will be required to undertake such other duties appropriate to the grade and character of the work as may reasonably be required of you. Therefore, the list of duties in this job description should not be regarded as exclusive or exhaustive.

Your duties will be set out in this 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 any proposed changes. Significant permanent changes in duties and responsibilities will require agreed revisions to be made to this job description.

You will be consulted about any proposed changes.

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PERSON SPECIFICATION

JOB TITLE: Social Worker

SECTION: Children's Social Work Services

GRADE: SO1/2 -M11

DIRECTORATE: Children's Services

ESSENTIAL CRITERIA

Job Related Knowledge, Skills and Abilities

- Knowledge of Child Care legislation; Working Together and other relevant DofE guidance.
- Understanding of Child Protection policies, procedures and practices.
- Ability to assess children and families in relation to their need for support and/or protection from harm.
- Ability to communicate clearly and to provide intelligible, comprehensive and detailed reports and recording.
- Ability to use evidence and research to inform practice and decision-making.
- Ability to use relationships and systemic thinking to affect change for children and families.
- Demonstrates capabilities at 'Social Worker' level of Professional Capabilities Framework.

Experience

- Evidence of direct work with children in need and their families.
- Evidence of effective multi-disciplinary service delivery to children in need and their families.

Personal Attributes

- A commitment to equal opportunities and anti-discriminatory practice.
- An ability to work constructively and collaboratively with colleagues.
- Able to demonstrate reliability, consistency and commitment to work with children and families.
- A commitment to joint agency working.
- A commitment to relationship-based practice.
- A commitment to continuing professional development.

Education and Qualifications

- Professional Social Work Qualification, e.g. CQSW, Dip(SW), MSW.
- Registered as a Social Worker with the Health and Care Professionals Council.

Equalities

- 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.

This post is exempt from the Rehabilitation of Offenders Act 1974 and is subject to a Criminal Records Bureau Disclosure check.

You must hold a current Certificate of Registration with the GSCC to be employed by us in any role requiring a Social Work Qualification.