# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# JOB TITLE: Social Worker

# DEPARTMENT: Children’s Services

# LOCATION: Countywide

# GRADE: [Single Status Grade 11/12](https://new.eastsussex.gov.uk/jobs/benefits/east-sussex-single-status)

# RESPONSIBLE TO: Practice Manager

# Purpose of the Role:

A practitioner who is able to undertake a full range of social work tasks independently and is able to demonstrate the ability to deal with complexity and work to the legislation relevant to their service area.

# Key tasks:

1. Undertake a range of tasks which could include investigation of child maltreatment, carrying out assessments of need, analysis and planning, assessment and supervision of alternative carers, train and prepare foster carers, undertake preventative work with children and young people to ensure a child is safely cared for in the home.
2. Liaise with key agencies to gather information relevant to the provision of an effective safeguarding service and care provision to children, young people.
3. Work with a range of legal interventions and developmental policies and procedures to support outcome-based care planning for children and young people and their families.
4. Work directly with children, families, carers and communities to help them make informed decisions, empowering them to express needs and participate in the decision-making process.
5. Build networks around the child, young person and family, provide community-based support which enhances placement stability.
6. Maintain case notes and present reports to panels and in court as appropriate.
7. Contribute to the learning of social work students, newly qualified social workers and other team members, for example group supervision and mentoring.
8. Evidence ongoing commitment to continuous professional development and undertake relevant training in line with the Professional Capability Framework and Knowledge and Skills Statement.

**In addition to the tasks outlined the following applies for Social Workers in: Youth Offending, SWIFT and CAMHS**

1. To use relevant specialist areas of expertise in undertaking complex assessments in line with service requirements.

**Progression from Single Status Grade 11 to 12**

In order to progress through the bar at the top of Single Status Grade 11 onto Single Status Grade 12 you must have progressed through the increments of Single Status 11, demonstrate that you meet each of the progression criteria (as further detailed in the relevant requirements of the Professional Capability Framework); and obtained your managers approval to progress.

A moderation panel will assess whether you have adequately demonstrated the competencies required in order that you can progress in accordance with the Professional Capability Framework, including:

* Appraisal and Portfolio showing progressive professional development linked to Social Worker Professional Capability Framework;
* Completed Professional Development and Career Review;
* Evidence of development in an area of specialist expertise;
* Evidence of sharing knowledge and good evidence based practice based on current research relevant to casework;
* Evidence of undertaking a lead role in the team to implement local and national service and professional developments;
* Evidence of contribution to the assessment, mentoring and support of social work students and newly qualified social workers, for example group supervision and mentoring.

This job description sets out the duties of the post at the time when it was drawn up.  Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed.  Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

# EAST SUSSEX COUNTY COUNCIL PERSON SPECIFICATION

# Essential key skills and abilities

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| These criteria will be assessed at the application and interview stage  |
| * Engage effectively using creativity, compassion and authority to overcome resistance, build relationships, and communicate, while maintaining professional boundaries in complex and emotionally challenging situations.
* Able to manage workload independently.
* Apply critical reflection in assessment and analysis utilising a wide range of theory and research to inform your planning and evidence based approaches to inform your direct work with the family.
* Able to identify, assess and manage risk, seeking support and solutions where appropriate.
* Able to demonstrate effective positive change as a result of your direct work.
* Apply the principles of social justice, social inclusion and equality decision making in all casework, challenging issues of discrimination.
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# Essential education and qualifications.

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| These criteria will be evidenced via certificates, or at interview  |
| * Recognised Social Work qualification and current registration with the professional regulatory body.
* Successfully completed Assessed and Supported Year in employment if graduated post 2012.
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# Essential knowledge

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| These criteria will be assessed at the application and interview stage  |
| * Able to demonstrate competence against the Professional Capability Framework/
* Demonstrate knowledge of legal and policy frameworks that informs and mandates social work practice.
* Recognise the impact of trauma and evidence an understanding of attachment and child development and show how this can be used to understand the person in the environment and inform practice.
* Understand forms of harm and their impact on people, and the implications for practice, focusing on resilience, vulnerability, risk and resistance.
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# Essential experience

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| These criteria will be assessed at the application and interview stage  |
| * Experience of working directly with children and families.
* Experience of completing assessments upon which effective plans are based.
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# Other essential criteria

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| These criteria will be assessed at the application and interview stage  |
| * Able to demonstrate awareness of own professional limitations, personal values and knowledge gaps, and to work positively with others and contribute to team working.
* Able to meet the travelling requirements of the post.
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**Date (drawn up): June 2022**

**Reference of Officer(s) drawing up person specifications: Nicola McGeown**

**Job Evaluation Reference:** **12526**

Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | Yes |
| Working with children/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | Yes |
| Lone Working | Yes |
| Working at height | No |
| Shift / night work | No |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | No |