

JOB DESCRIPTION

Job Title	Social Worker		
Directorate	Children & Families		
Reporting to	Operations/Team Manager		
Grade	10		
Evaluation ref:	AG0608	Job ref:	Family C&F
Role purpose			
The responsibility of the Children's Services function is to promote and ensure the safety, wellbeing and learning of children and young people. Within the Service, Children and Young People's Social Care Team provide services to "Children in Need" including children with disabilities, children subject to Child Protection Plans, Children "Looked After" and Care Leavers. These roles operate in close collaboration with "multi agency" partnerships. Qualified Social Workers will work in accordance with professional standards (as set by the HCPC) and provide case responsible roles and statutory services to: - • Children and Young People in need • Children subject to "child protection plans" • Children "Looked After"			
Responsibilities			
Common Elements of the Assignment			
Make ongoing assessments of allocated cases to reflect individual circumstances including assessment of risk, and the need to ensure that service users are protected from significant harm. Responsible for a caseload of varying complexity, commensurate with experience, ability, and qualification; receive and respond to referrals from various sources. Conduct Risk Assessments to ensure children and young people are protected. Deliver evidence-based interventions in response to identified needs as required. Undertake statutory and best practice reviews and ensure compliance with appropriate legislation, policy and procedures. Assess financial, safeguarding and care needs in consultation with other professionals and agencies and agree levels of support. Escalate risk and safeguarding concerns immediately where appropriate. Prepare and present reports as necessary to facilitate decision making about service users and to provide effective quality assurance.			

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Provide information, written assessments, reports, and statements to support other service professionals, managers, and the courts in making decisions related to care.

Maintain file records relating to service users to a high standard in accordance with relevant legislation, policy, and procedures.

Contribute to ensuring the effective operation of holistic Quality Assurance processes within the team. Provide accurate and timely information to enable the quality of the service to be assessed.

Provide a needs-led service, working with providers within Social Services, Somerset Partnership, and independent and voluntary sectors in order to meet requirements.

Assess the needs of children and families under the appropriate statutory frameworks.

Access resources and services for families and carers which will assist them in caring appropriately for their children.

Develop, facilitate and maintain effective joint working relationships, with primary care, housing, police, and any other agencies as appropriate.

Establish and maintain appropriate networks and professional relationships with service users, their families, and other professionals to deliver services through effective partnership working.

Contribute to multi-agency partnership working and participate in multi-agency meetings. Act as a lead worker as required engaging with other professionals on specific areas of expertise.

Enable individual's families and carers to address issues which affect their health, financial, emotional and social wellbeing.

Promote children and young people's equality, diversity and rights, by applying, maintaining and evaluating systems and structures in an anti-discriminatory way.

Build upon existing knowledge and practice with research and training to develop individual skills and new approaches for improvement in service provision.

Develop one's own knowledge and practice and contribute to the development of policy and practice.

Participate in performance appraisal and consultations with team managers and undertake regular professional development programmes to improve personal knowledge, skills, and effectiveness.

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Provide accurate and timely operation of IT systems relating to client information, complying with practice requirements. Participate in the effective operations of quality assurance processes.

Other Elements and Specialist Assignment areas which you may be expected to undertake:

To be available to provide a Duty Response Service within their service area as required by the Team Manager.

As and when appropriate to develop an area of expertise and liaise with other agencies, as necessary. Where required, to develop and implement the

Directorate's response national initiatives and projects involving aspects of children and young people's safeguarding and social care.

Impact

The assignment requires well developed interpersonal and communication skills in order to:

- Engage effectively with a range of audiences including professional partners and stakeholders.
- Influence and mediate to achieve positive outcomes for children through support and motivation of children & young people, families, and carers.
- Manage challenging or sensitive situations and understand the circumstances where escalation is required to a manager.
- Make constructive contributions in multi-agency settings.
- Understand the requirement to use plain English.

The assignment requires effective working relationships with:

- Children, young people, families, and carers.
- Colleagues in CYPD, children centres and partner agencies.
- Schools, colleges, PRUs, Early Years providers, mental health services, police, courts, housing services etc.

Hold an active case load (as assigned).

To assist the Team Manager in the robust management of resources within the team by ensuring quality and value for money in service delivery.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
Knowledge and understanding of Social Care practice as defined by Social Work England	X		

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Guidelines, appropriate legislation and issues relevant to client group.			
Understanding of social care resources and provision available beyond statutory agencies.		X	
Awareness of government guidance and legislative changes across broad range of Social Service issues.		X	
Experience			
Relevant multi-disciplinary Social Care experience within multi-disciplinary team - relevant to needs of post.	X		
Evidence of partnership working with other agencies including Social Care Services, Health Services, Voluntary Agencies and/or Education.	X		
A variety of experiences working with relevant client group.		X	
Supervisory experience (Essential for Experienced Social Workers).		X	
Qualifications / Registrations / Certifications			
Possession of recognised Social Care Qualification – Degree in Social Work, Dip SW, CQSW, CSS or equivalent.	X		
Registration with Social Work England.	X		
Portfolio of evidence demonstrating achievements against the Professional Capabilities Framework for Social Workers.	X		
Skills			
IT skills to enable effective input, manipulation and retrieval of data and information.	X		
Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).	X		
Working Conditions			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position.			
Corporate Responsibilities			
Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practice.			

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Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: April 2025