

## Role profile

<b>Job Title:</b>	Social Worker (Generic)	<b>Grade:</b>	10
<b>Department:</b>	Children's	<b>Post no.:</b>	Various
<b>Directorate:</b>	Children	<b>Location:</b>	Various

<b>Role reports to:</b>	Practice Manager / Team Manager
<b>Direct reports:</b>	None
<b>Indirect reports:</b>	Student Social Workers Social Workers undertaking the Assessed and Supported Year in Employment (ASYE)

## Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

### Purpose of role

- To work as a part of a departmental/multi-disciplinary team providing consistent, timely, quality and cost-effective child protection, safeguarding and social work services to the children, young people and families of Ealing.
- To improve outcomes for children and young people, enabling them to have security, stability and to be no in all aspects of their lives.
- To maintain high standards of professional practice and to be responsible for social work provision in accordance with the legislative and regulatory framework and departmental guidance and procedure.
- To assess, supervise and support kinship / foster carers in accordance with the Fostering Services (England) Regulations 2011 and the National Minimum Standards for Fostering Services.
- The role requires flexibility to work outside regular working hours, including evenings at times.

### Key accountabilities

- To carry out the most complex needs assessments of children and their families (taking into account their views) where there are high levels of risk

and compounded difficulties/issues. Can also include foster carers and other extended family members.

- To take a lead role in co-ordinating other professionals to provide specialist assessments. As a result of these assessments, to recommend appropriate action or services to meet the children's needs.
- To undertake supportive and preventative work with individuals and families including supporting a family to maintain caring for a child at home as well as supporting children who are looked after and their carers. This may also include providing support to foster carers employed by Ealing. Providing the highest level of support to families with complex needs and possibly with specialist knowledge/expertise in a particular area – for example, substance misuse, mental health, domestic abuse, adoption and fostering.
- To undertake regular visits as required to families, foster carers, young people looked after and young people leaving care.
- In consultation with management and with relevant panel agreement throughout, to take a lead role (at times supporting other less experienced Social Workers) and the necessary action to arrange alternative care for children in need who cannot continue to be cared for within the community and without the intervention of the department.
- To work with children who are looked after by the department or referred by outside agencies and to work towards rehabilitation wherever appropriate.
- To work in partnership with families and all other parties involved in a child's life to develop care plans that meet the needs of children and young people. Utilise professional expertise to enable children to be supported either at home or in care.
- To provide an "After Care" service to young people with complex needs who have been looked after by the department or referred by outside agencies. To support and enable care leavers to adjust to independence and achieve their full potential. To develop creative packages and plans that meet the young person's needs, securing best value within available financial resource.
- To investigate cases and ensure the welfare of children cared for privately by person/s other than relatives. To undertake welfare reports and assessments, as directed.
- To carry out complex child protection investigations and provide clear recommendations to safeguard a child's welfare.
- To prepare and submit Court reports and present them to Court. To undertake the supervision of persons as required by the Courts. Court reports can take the form of statements and care plans for care proceedings as well as welfare

recommendations with regard to Residence and Contact Orders and in Adoption hearings. To support other less experienced Social Workers in these processes.

- To take a lead in investigating all cases referred where children or young people are thought to be in need of care and control, exposed to danger, ill treatment or neglect and to take appropriate action. To support other less experienced Social Workers.
- To sit on Fostering and Adoption panels and make an effective and positive contribution to outcomes.
- To maintain a sound and up to date working knowledge of relevant legislation, regulation, guidance and best practice.
- To keep and maintain accurate, quality and up to date records on cases, using the appropriate computer systems, of visits made and all other work carried out. Reports to be placed on correct form on client files and reviews of current cases to be undertaken with senior colleagues.
- To liaise with other agencies and multi-disciplinary professionals to ensure the best outcomes for children.
- As part of case management, liaise with relevant colleagues in other service areas and Council Departments.
- To maintain confidentiality and observe the principles of data protection; be able to recognise and respond appropriately to situations where it is necessary to share information to safeguard service users and carers or others.
- To be proactive in implementing the Council's Equality and Diversity policy, both in professional practice and service delivery.
- To support the Council's vision for Children's Services in line with overall corporate objectives.
- To develop a comprehensive knowledge and understanding of departmental policies and procedures.
- To represent the team on working groups or liaison/multi-disciplinary meetings which may include Health, Housing and other agencies.
- Take responsibility for own continuous professional development and learning.
- To continually re-appraise own professional performance through the appraisal scheme, regular structured supervision sessions with line manager

as well as on-going consultation to keep Supervisor informed of any changes that require management decisions.

- To contribute to training and development activities on practice issues; to develop professional expertise in a relevant specialism, for example, Practice Educator.

### **Key performance indicators**

- Ensuring statutory responsibilities are met in relation to the Children Act 1989 and all other Court legislation, regulations and guidance.
- Ensuring that all cases are handled to the highest professional standard and within the legal, ethical boundaries of the profession. Cases to be managed as expediently as possible ensuring the right outcomes for the children at risk in the Borough.
- Personal professional practice is aligned to the standards laid out in the Professional Capabilities Framework 2018.
- Ensure minimal delay is experienced by families upon receiving new or existing allocated work.
- Ensure timely responses to children and families, kinship and foster carers through robust diary planning and management of own capacity.
- Ensure basic front page information for all children and foster carers is consistently of good quality and core records are up to date in the case recording system: Case Summary, Supervision, Direct Work / Visits, Chronology.
- Ensure the application of threshold is appropriate and proportionate in accordance with the threshold of needs guide.
- Ensure all work with children, young people and families upholds the measures of the 2-stage audit process to a good or outstanding standard consistently.
- Take responsibility to respond to findings and recommendations of audits and support others in the team to fulfil these requirements.
- Ensure children are visited and provided with support in accordance with statutory guidelines and Ealing practice standards' timescales.
- Ensure responses to children in need of help and protection are timely and are informed by partner agency information.
- Ensure the voices of children and families are consistently captured through different approaches, including use of digital applications.
- Ensure Child and Family Assessments, Strategy Meetings, and child protection investigations under S.47 of the Children Act 1989 commence promptly and management direction is implemented.

### **Key relationships (internal and external)**

- Children and Families Directorate
- Staff and services within Children's Services
- Multi-disciplinary professionals within/outside the organisation
- Legal department
- Police
- Schools
- Health
- Voluntary Services
- Social Care Academy
- Principal Social Worker
- Social Work England
- Ealing Fostering Panel Advisor
- Ealing Foster Carers Association
- Ealing Parent Carers Forum
- CAFCASS
- West London Child and Family Court
- Adopt London West
- Home Office

### **Authority level**

- No direct supervisory reports or financial resources.
- Observes departmental policies, procedures and codes of practice.

## **Person specification**

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

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### **Essential knowledge, skills and abilities**

- 1 **\*\***Ability to practice within the legal and ethical boundaries of the profession, managing dilemmas and conflicting values professionally in practice and respecting the confidentiality and the dignity of others.
- 2 **\*\***Knowledge and application of relevant legislation and associated policies, theories and frameworks to inform social work practice.

- 3 Ability to apply in practice a working knowledge of child development, family dynamics, current social work research and theories.
- 4 \*\*A good understanding of and ability to work in accordance with the Working Together to Safeguard Children 2023 statutory guidance.
- 5 \*\*Familiarity with relevant recent research and current, up to date Government transformation initiatives relevant to Children's Social Care and how this will apply to the local context.
- 6 Knowledge of the Professional Capabilities Framework for Social Work in England 2018 and ability to demonstrate competence at 'Social Worker' level.
- 7 \*\*Ability to demonstrate consistent social work practice that meets the Knowledge and Skills Statement for Child and Family Practitioners 2018.
- 8 Working knowledge of legislation relating to Equal Opportunities.
- 9 \*\*Ability to apply a wide range of knowledge and skills to help build family relationships, resource and resilience so that the welfare of the child is paramount.
- 10 Ability to work with service users from diverse backgrounds and an understanding of the impact of discrimination in the delivery of services to children and families.
- 11 Working knowledge of the impact of adult behaviours (e.g. mental health, substance misuse, domestic violence) on family functioning.
- 12 Ability to prioritise work, exercise initiative and use personal authority appropriately.
- 13 \*\*Ability to critically reflect upon and analyse information from a wide range of evidence sources to inform decision-making.
- 14 \*\*Ability to communicate clearly, sensitively and effectively with children of different ages and abilities, their families, colleagues and other multi-disciplinary professionals.
- 15 \*\*Ability to write to a professional standard.
- 16 Ability to proactively engage with colleagues and a range of organisations, to identify, assess, plan and support the needs of service users.
- 17 Ability to use effective evidence-based interventions and to plan, monitor and evaluate the outcome of those interventions.

- 18 **\*\***Ability to take responsibility for own conduct, practice and learning; active engagement in continuous professional development and supervision and understanding the value of these.
- 19 Ability to enable the learning of others (including willingness to secure Practice Educator accreditation).
- 20 Sound knowledge of theory, research and reflective practice of childcare planning and family support.
- 21 Specialist expertise in a relevant area of practice.

### **Essential qualification(s) and experience**

- 1 **\*\***Professional social work qualification: CQSW, DipSW, CCETSW approved equivalent, social work degree.
- 2 **\*\***Social Work England registration.
- 3 **\*\***Successful completion of accredited Consolidation Module or equivalent post-qualification experience of advanced social work practice.
- 4 Experience of statutory case responsibility for children in need and in children in care.
- 5 Experience of building purposeful, effective relationships with children and families.
- 6 Experience of carrying out in-depth family assessments of social need and risks to children and identifying creative and innovative plans to meet identified needs.
- 7 Compliance with information governance, record retention.
- 8 Strong awareness of confidentiality issues and the General Data Protection Regulations.

## Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> <li>• Is passionate about making Ealing a better place</li> <li>• Can see and appreciate things from a resident point of view</li> <li>• Understands what people want and need</li> <li>• Encourages change to tackle underlying causes or issues</li> </ul>	<ul style="list-style-type: none"> <li>• Does what they say they'll do on time</li> <li>• Is open and honest</li> <li>• Treats all people fairly</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious and confident in leading partnerships</li> <li>• Offers to share knowledge and ideas</li> <li>• Challenges constructively and respectfully listens to feedback</li> <li>• Overcomes barriers to develop our outcomes for residents</li> </ul>	<ul style="list-style-type: none"> <li>• Tries out ways to do things better, faster and for less cost</li> <li>• Brings in ideas from outside to improve performance</li> <li>• Takes calculated risks to improve outcomes</li> <li>• Learns from mistakes and failures</li> </ul>	<ul style="list-style-type: none"> <li>• Encourages all stakeholders to participate in decision making</li> <li>• Makes things happen</li> <li>• Acts on feedback to improve performance</li> <li>• Works to high standards</li> </ul>