ROLE PROFILE

Role profile		
Title	Trainee Social Worker (Postgraduate) Children Young People and Families Service	
Grade	GRADE F	
Reference:	**N435**	
Reports to:	Team Manager	
Work style Definition	Office based hot–desk/touch down worker	
Job Type:	Semi Professional	
Primary purpose of role	To undertake a range of youth, family support and social care practice tasks, contributing to the safety and wellbeing of children, young people and families. To concurrently undertake a programme of learning through work experience, academic study and practice placements, in order to qualify as a social worker registered with the national regulatory body.	
Key accountabilities and key measures	**Role outcomes** ▪ Undertake casework with children, young people and families, working within the legislative and policy frameworks that underpin the casework (80%) ▪ Work based and off-site training and Developmental activity as defined by the Programme Guide (20%)	**Role measures** ▪ Maintain satisfactory performance for the duration of the programme as measured through probation, performance review and continued assessment under the Academic Programme Regulations.
Key activities	▪ Direct work with children, young people and families in multiple settings/locations, ensuring the child / young person's voice is central to all case work and recording. Including delivering recognised packages of support and tools to engage children, young people and families to achieve positive outcomes. This will require climbing stairs and lifting small children and their equipment, travel to and from destinations and occasional weekend working. (30%) ▪ With access to supervision, undertake assessments of need and risk; plan for outcomes, reviewing in line with procedures and applying understanding of the	

	key risk factors affecting child welfare and development. (25%) ▪ Maintain timely and accurate case recording in line with practice standards, managing information in line with the Council's policies, procedures and guidance on Data Protection. (25%) ▪ Participate positively in supervision, performance development reviews, team improvement plans, practice development and course requirements (20%)
Essential qualifications/ knowledge	▪ Meet the OU entry requirements including holding a first degree (BA (Hons)/BSc (Hons)) which must be a minimum of 2:1 classification in a relevant health/societal/psychology or other cognate discipline, **or** a minimum of a 2:2 classification in any discipline together with a proven record of experience of engaging directly with Service Users in a professional setting. ▪ GCSE grades A*-C / 9-4 in English and Mathematics or certified equivalent. ▪ Employment as a trainee social worker is dependent upon being accepted onto the Open University post graduate diploma course.
Desirable qualifications/ knowledge	▪ Demonstrable knowledge of the context surrounding children and young people in need of help or protection.
Essential experience	▪ Minimum of 24 months experience working with children and or young people, gained in the last five years. This can be in a voluntary capacity or paid capacity or a mixture.
Desirable experience	▪ Experience in more than one child or youth setting ▪ Experience in a child-care statutory setting, acquired in the last twelve months ▪ Experience of working with parents and vulnerable adults as well as children and or young people. ▪ Experience of assessing and planning for meeting needs and addressing risks ▪ Experience of reviewing outcomes and adjusting plans for maximum effectiveness ▪ Experience working with substance misuse and/or mental health and/or abuse and neglect ▪ Experience with a range of ages from 0-18
Essential skills	▪ Effective communication skills (written, verbal and use of technology) ▪ Ability to communicate clearly in spoken and written English ▪ Ability to build effective relationships in contexts that may encompass resistance to change, ambivalence or selective cooperation with

	services ▪ Excellent time management skills and ability to prioritise competing demands ▪ Ability to use strategies that promote professional resilience and management of self in circumstances that may at times be challenging. For example: • The nature of the role includes lone working in home environments where basic rules of hygiene and safety are not observed and where the unpredictability of the home environment can also result in the potential risk of abuse and violence. • Involvement with service users who are or may have been experiencing abuse.

Corporate standards

- In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.
- Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its policies and procedures.
- Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures.
- Undertake all duties with due regard to the corporate equalities policy and relevant legislation.