

NQSW / SOCIAL WORKER / ADVANCED PRACTITIONER

Role Profile



Title	Newly Qualified Social Worker	
Grade	GRADE G	
Reference:	N870	
Reports to:	Team Manager	
Work style Definition	Office based hot–desk/touch down worker	
Job Type:	Professional	
Primary purpose of role	<p>This is a statutory role whose primary purpose is to safeguard children and young people who have either suffered or who are likely to be at risk of suffering significant harm as defined by the Children Act 1989. This role also encompasses other statutory duties and responsibilities of Children’s Social Care as defined by legislation and guidance.</p> <p>To identify the full range of risks to children and help manage those risks; ensure proportionate intervention, including securing and supporting alternative homes for children, including those in and beyond public care placed with family and friends and for adoption.</p>	
Key accountabilities and key measures	<p>Role Outcomes</p> <ul style="list-style-type: none"> ▪ Undertaking 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 relevant government directed programme for newly qualified social workers (20%) 	<p>Role Measures</p> <ul style="list-style-type: none"> ▪ Maintain satisfactory performance as measured through probation, performance review and continued assessment under the relevant 12 month government directed programme for newly qualified social workers
Key activities	<ul style="list-style-type: none"> ▪ Directing 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: <ul style="list-style-type: none"> ○ 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, lone working and occasional weekend and evening working ○ Building purposeful, effective relationships with children and families, demonstrating a high level of skill in evidence based, effective social 	

	<p>work approaches to helping children and families which support change</p> <ul style="list-style-type: none"> ○ Working to tight deadlines, managing conflicting demands and interruptions (30%) <ul style="list-style-type: none"> ▪ Undertaking 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 including: <ul style="list-style-type: none"> ○ Analysis of the decision-making, the difference between opinion and fact, the role of evidence and the reasoning of any conclusions reached and recommendations made ○ Maintaining 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 (40%) ▪ Undertaking Court work and may be called upon to give evidence on behalf of the Local Authority (15%). ▪ Participating positively in supervision, practice development and newly qualified worker scheme requirements (15%)
Essential qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Degree or higher qualification in Social Work that has resulted in registration with relevant professional regulatory body for the profession ▪ Knowledge of the legislative frameworks for child and family social work
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Knowledge of child and family social work in a statutory setting ▪ Understanding of child development, including the impact of different parenting styles on development; the impact of loss, change and uncertainty in the development of resilience and assessment of vulnerability
Essential experience	<ul style="list-style-type: none"> ▪ Some experience of working in a child care setting, which may have been gained through student placement or voluntary or paid work
Desirable experience	<ul style="list-style-type: none"> ▪ Assessing risk and need ▪ Planning and reviewing outcomes to achieve sustained change ▪ Working with service users who demonstrate challenging behaviour
Essential skills	<ul style="list-style-type: none"> ▪ Be able to recognise the risk indicators of different forms of harm to children including sexual, physical and emotional abuse and neglect; the impact of cumulative harm, particularly in relation to early indicators of neglect ▪ Effective communication skills (written, verbal and use of technology) ▪ 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

	<ul style="list-style-type: none"> ▪ Ability to use strategies that promote professional resilience and management of self in circumstances that may at times be challenging <p>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.</p> <ul style="list-style-type: none"> ▪ Involvement on a daily basis with service users who are experiencing or who have experienced all forms of child abuse. The subject material is often distressing and this is an integral feature of the role ▪ Due to service users experiences and their emotional state often of anxiety/ distress there is a heightened risk that the post holder may experience, sometimes on a regular basis, significant verbal abuse, aggression and other anti-social behaviour from service users and/or members of the public
<p>Corporate standards</p> <ul style="list-style-type: none"> ▪ 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. 	

Title	Social Worker	
Grade	GRADE H	
Primary purpose of role	This is a statutory role whose primary purpose is to safeguard children and young people who have either suffered or who are likely to be at risk of suffering significant harm (as defined by the Children Act 1989) by identifying the full range of risks to children and help manage those risks; ensuring proportionate intervention, including securing and supporting alternative homes for children and for permanency including adoption.	
Key accountabilities and key measures	<p>Role outcomes</p> <ul style="list-style-type: none"> ▪ Within statutory and legal boundaries undertake casework with children, young people and families, and where required carers, making operational day to day decisions to ensure the safety and wellbeing of children and young people at all times (100%) ▪ This role profile also covers social workers working within the Youth Offending Team to meet the regulations and requirements of the YOT under the Crime and Disorder Act 1998 and accountable to the YJPB 	<p>Role measures</p> <ul style="list-style-type: none"> ▪ Maintain satisfactory performance as measured through probation, performance review and government endorsed professional standards
Key activities	<ul style="list-style-type: none"> ▪ Directing work with children, young people and families, and if required carers in multiple settings/locations, ensuring the child/young person's voice is central to all case work and recording including: <ul style="list-style-type: none"> ▪ Organising their own workload ensuring that children and young people are seen and statutory commitments are met within the prescribed timescales ▪ 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, lone working and occasional weekend and evening working ▪ Building purposeful, effective relationships with children and families, and carers demonstrating a high level of skill in evidence based, effective social work approaches to helping children and families which support change ▪ Working to tight deadlines, managing conflicting demands and interruptions (30%) ▪ Undertaking assessments of need and risk; planning for outcomes, reviewing in line with procedures and applying understanding of the key risk factors 	

	<p>affecting child welfare and development. Where required, undertaking specialist assessments within the Criminal Justice arena including:</p> <ul style="list-style-type: none"> ▪ Assessing needs and risks through the completion of recognised assessment tools and child protection processes and investigations. Whilst the post holder will receive regular supervision they are expected to use their own initiative and skills and to take the appropriate steps to ensure children's safety, develop and action appropriate plans ▪ Analysis of the decision-making, the difference between opinion and fact, the role of evidence and the reasoning of any conclusions reached and recommendations made ▪ Maintaining 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 ▪ Where appropriate, delivering specialist interventions, underpinned by safeguarding and public protection (30%) <ul style="list-style-type: none"> ▪ Preparing cases for court and give evidence on behalf of the Authority (30%) ▪ Participating in the service duty system as and when required (5%) ▪ Participating positively in supervision, practice, team and organisational development (5%)
Essential qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Degree or higher qualification in social work that has resulted in registration with relevant professional regulatory body for the profession ▪ Knowledge of the principles of social work through professional judgement, decision-making and actions within a framework of professional accountability; how to manage competing interests of parents and children effectively, ensuring that children's interests are always paramount ▪ Knowledge of the legislative frameworks for child and family social worker and if required fostering and adoption social worker and YOT
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Knowledge of child and family social work in a statutory setting ▪ Understanding of child development, including the impact of different parenting styles on development; the impact of loss, change and uncertainty in the development of resilience and assessment of vulnerability ▪ For Fostering/Adoption/Special Guardianship; experience of this area of work and understanding and knowledge of Fostering and Adoption legislation and regulations ▪ For YOT role – experience of Youth Offending work and understanding and knowledge of Criminal Justice system (effective practice qualification)
Essential experience	<ul style="list-style-type: none"> ▪ Experience of working in a child care setting ▪ Management of the specific set of tasks relating to case responsibility with the support of an appropriately qualified supervisor; ensuring that the leadership of the multi-agency support network is properly utilised and

	<p>effective, taking necessary steps to safeguard children's welfare, where this is not the case</p>
Desirable experience	<ul style="list-style-type: none"> ▪ Assessing risk and need including child protection investigations and preparing reports for child protection conferences ▪ Planning and reviewing outcomes to achieve sustained change ▪ Working with service users who demonstrate challenging behaviour ▪ Experience in preparing and giving evidence in court ▪ Experience of working in statutory setting for child care social work
Essential skills	<ul style="list-style-type: none"> ▪ Be able to recognise the risk indicators of different forms of harm to children including sexual, physical and emotional abuse and neglect; the impact of cumulative harm, particularly in relation to early indicators of neglect ▪ Effective communication skills (written, verbal and use of technology) ▪ 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. <p>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.</p> <p>Involvement on a daily basis with service users who are experiencing or who have experienced all forms of child abuse. The subject material is often distressing and this is an integral feature of the role.</p> <p>Due to service users experiences and their emotional state often of anxiety/distress there is a heightened risk that the post holder may experience, sometimes on a regular basis, significant verbal abuse, aggression and other anti-social behaviour from service users and/or members of the public.</p>
Corporate standards	
<ul style="list-style-type: none"> ▪ 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. 	

Title	Social Worker (Advanced Practitioner)	
Grade	GRADE I	
Primary purpose of role	This is a statutory role whose primary purpose is to safeguard children and young people who have either suffered or who are likely to be at risk of suffering significant harm (as defined by the Children Act 1989) by identifying the full range of risks and helping to manage those risks; ensuring proportionate intervention, including securing and supporting alternative homes for children. The Advanced Practitioner Role requires an ability to effectively progress complex casework, alongside supporting and developing others in a coaching and quality assurance context.	
Key accountabilities and key measures	<p>Role outcomes</p> <ul style="list-style-type: none"> ▪ Within statutory and legal boundaries undertake casework with children, young people and families, making operational day to day decisions to ensure the safety and wellbeing of children and young people at all times (70%) ▪ Mentoring, assessing, quality assuring and developing the practice of others contributing to team and service practice improvements. (30%) 	<p>Role measures</p> <ul style="list-style-type: none"> ▪ Maintain satisfactory performance as measured through probation, performance review and government endorsed professional standards
Key activities	<ul style="list-style-type: none"> ▪ Directing 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 or significant multi-agency contact including: <ul style="list-style-type: none"> ▪ Organising own workload ensuring statutory commitments are met; ▪ Delivering recognised packages of support and tools to engage children, young people and families to achieve positive outcomes. This may require climbing stairs and lifting small children and their equipment; ▪ Building purposeful, effective relationships with children and families and carers, demonstrating a high level of skill in evidence based, effective social work approaches to helping children and families which support change; ▪ On occasion it may be necessary to travel significant distances sometimes involving overnight stays to give effect to practice commitments (30%) ▪ Undertaking and modelling high standards of practice in assessments of need and risk; planning for outcomes, reviewing in line with procedures and applying understanding of the key risk factors affecting child welfare 	

	<p>and development, including confident and effective practice in child protection investigations and conferences and ability to safely use initiative and work autonomously (40%)</p> <ul style="list-style-type: none"> ▪ Delivering a high quality of verbal and written analysis, identifying the difference between opinion and fact, the role of evidence and the reasoning behind conclusions reached and recommendations made, drawing on the most applicable research This will include maintaining timely and accurate case recording in line with practice standards, managing information as per Council's policies, procedures and guidance on data protection. This may include independently and jointly work court cases, taking the lead in giving evidence on behalf of the Authority in an authoritative, informed and confident manner that represents the rights and interests of children and young people (15%) ▪ Directly influencing and facilitating high aspirations and standards for practice across the Service, through the following activities: <ul style="list-style-type: none"> ▪ Mentoring, coaching, and quality assurance activity as directed: for student, newly qualified and experienced grade workers as well as those in supporting roles. ▪ Modelling high standards of personal practice, resilience and professional responsibility, helping to develop these attributes in others ▪ Participating positively in supervision, team and organisational development, as well as initiatives led by the Principal Social Worker ▪ Participating in the service duty system, providing practice advice to other duty social workers in the absence of the Manager ▪ Supporting the manager with staff supervision in the context of non- qualified workers, students and newly qualified workers (15%)
<p>Essential qualifications/ knowledge</p>	<ul style="list-style-type: none"> ▪ Social Work qualification that is acceptable to the National Regulator for the purposes of registering as a social and <ul style="list-style-type: none"> ▪ 60 M Level credits, (or 120 H level) achieved post qualifying <li style="text-align: center;">OR ▪ Equivalence in experience defined as 5 years post qualifying experience, practicing as a registered social worker, at least three of which were worked as a front line statutory social worker in a local authority case holding children's social work setting. ▪ Knowledge of child and family social work in a statutory setting ▪ Knowledge of the legislative frameworks for child and family social work that include the most recent amendments and government guidance

	<ul style="list-style-type: none"> ▪ A working understanding of child development, parenting styles and the impact of life events in the development of resilience, vulnerability and mental wellbeing
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Leadership / management qualification or ▪ Practice Educator qualification ▪ Post graduate level qualification acquired post qualification as a social worker
Essential experience	<ul style="list-style-type: none"> ▪ Experience of delivering practice education / practice supervision to others, including assessment of skills and knowledge and making decisions on the levels of capability of others ▪ Minimum of two years post-qualifying experience including experience of working in more than one social work setting or context ▪ Experience of building effective relationships with those who demonstrate challenging behaviour and / or resistance to change and/or ambivalence or selective cooperation with services ▪ Experience in managing own performance and using data to effectively inform this
Desirable experience	<ul style="list-style-type: none"> ▪ Substantial experience leading on the preparation and presentation of evidence in child and family legal contexts ▪ Experience in preparing and giving evidence in court or legal setting
Essential skills	<ul style="list-style-type: none"> ▪ Demonstrable ability in responding effectively to risk indicators for different forms of harm and abuse and early indicators of neglect across age ranges ▪ Excellent communication skills (written, verbal and use of technology) ▪ Demonstrable ability to develop, motivate and accurately assess others ▪ Excellent time management skills and ability to deliver key requirements on time ▪ Ability to use strategies that promote professional resilience and management of self in circumstances that may at times be challenging <p>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.</p> <p>Involvement on a daily basis with service users who are experiencing or who have experienced all forms of child abuse. The subject material is often distressing and this is an integral feature of the role.</p> <p>Due to service users experiences and their emotional state often of anxiety/ distress there is a heightened risk that the post holder may experience, sometimes on a regular basis, significant verbal abuse, aggression and other anti-social behaviour from service users and/or members of the public.</p>
Corporate standards	

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- 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.