Social Worker - Children's Disability Team

Dudley Metropolitan Borough Council

Working as One Council in
the historic capital of the Black Country

DMBC Operating Model 2024 - Vision:

A community-focused, financially resilient, collaborative, and sustainable council delivering the services required to support and meet the essential needs of residents, businesses, and the local economy.

Case for Change July 2024

Our values:

Our values describe what we stand for and how we operate, and we expect our values to be lived and role-modelled throughout our organisation.



...we will be one council, building an effective and dynamic organisation

Job title:	**Social Worker**
Grade/Salary:	Grade 10
Reports to:	Team Manager
Post number:	CHILD047C

Purpose of the Job

The primary purpose of the role is to:

- Contribute to the delivery of an effective children's social care service as part of a social work team, improving outcomes for children and young people.
-
- Manage workloads with considerable confidence and autonomy, demonstrating expert and effective practice in complex situations, utilising in depth specialist knowledge and skills for appropriate interventions, needs assessments, care planning, and child protection investigations.
-
- Carry out high-quality assessments effectively, integrating professional knowledge, the views of people using services and research / evaluation evidence in their practice, and child-centred, community-focused, and multi-agency interventions to bring about positive change.
-
- Ensure children and young people are adequately protected in line with Dudley Safeguarding People Partnership, departmental policy and procedures, and relevant legislation.

Key Accountabilities and Expected Outcomes

Key Accountabilities	Expected Outcomes
Holds and manages a workload of complex situations and higher levels of risk, promoting enablement and self-determination, and reflecting the function of the team in accordance with relevant policies, procedures and legislation. Undertaking complex tasks such as chairing significant meetings, offering expert support and advice to case conference.	• Children's cases are effectively managed. • Outcomes for children and young people are improved.

Effectively identifies and assesses high levels of risk and need, working largely autonomously or as lead practitioners in a team / service, delivering protective or supportive services for children at risk, in need and/or looked after.	• Demonstrates professional judgement in managing and assessing risk to children. • Maintains children in their families where it is safe to do so and delivers preventative interventions. • Improves outcomes for children.
Maintains high quality and up-to-date assessment, care plan and reviews for all children's cases. Has the ability to produce high quality and more specialised assessments and reports for a range of functions, for example undertaking local peer audits of quality.	• Assessments care plans and reviews are of a high standard and up-to-date.
Assesses and analyses need, contributing to and implementing plans and reviewing progress against identified outcomes ensuring that the child's welfare is paramount throughout.	• Demonstrates sound professional judgement • Plans are implemented and reviewed to improve outcomes for the child. • Analysis is effective in identifying risk and need. • All work is child focussed, effective and in line with legislation and practice.
Ensures that reports are up to date, of a high quality and submitted according to appropriate timescales.	• Reports are accurate, up-to-date and produced within agreed timescales. Written English is of a high standard.
Work co-operatively with colleagues and in partnership across agency boundaries, offering expert opinion within the organisation and to others, modelling good practice and setting expectations.	• Effective partnership working is in place, producing high quality multi-agency plans.
Attends a range of meetings including child protection case conference meetings and court hearings to represent the local authority.	• Provides professional expertise at meetings and represents the local authority as required in Court. • Develops reflective critical theory and applies this to cases.
Undertakes direct work with children, young people and their families in line with agreed care plans.	• Direct work undertaken with children and their families in accordance with agreed care plans to improve outcomes for children.

Carries out all work within equal opportunities and anti-discriminatory frameworks.	• Recognises and values diversity and is sensitive to cultural difference. • Adheres to Dudley's Values and Behaviours Framework.
Carries out statutory obligations in accordance with departmental policy and practice.	• Statutory obligations of the role are understood and complied with at all times.
Keeps up-to-date and act in accordance with current legislation and departmental practice and initiatives.	• Accurately interprets and applies relevant policies procedures and initiatives. • Applies relevant policies to practice.
Develops / maintains good working relationships with a wide range of professionals, including at more senior or strategic levels.	• Positive working relationships are fostered and maintained • Effective partnership working and sharing of information.
Maintains accurate, up to date, and relevant children's case recordings and any other records as specified in departmental guidance and procedures, and utilising tools such as the Liquid Logic system as appropriate.	• Accurate case records are in place in relation to own cases. • Systems are utilised and maintained. • Data is recorded timely and accurately.
Maintains regular supervision through frequent meetings and briefings in line with the Department's Supervision Policy.	• Receives and participates in supervision in accordance with agreed policy and practice. • Uses supervision to reflect and analyse children's cases and develop professional practice. • Shares knowledge and skills with colleagues as appropriate, including mentoring students, newly qualified Social Workers, and supervising the work of more junior staff.
Reports changes to risk levels, care plans or children's circumstances to their supervisor on a regular basis or immediately as required. Seeks advice on appropriate action, developing new risk assessments and care plans as guided by their supervisor.	• Exercises professional judgement when assessing risk and seeks advice as appropriate to safeguard the welfare of children. • High quality, evidence-based decisions and analyses are applied.
Contributes through team meetings and organisational events to the development of the service.	• Makes a positive contribution to team meetings and events.

Maintains and develops up-to-date knowledge and relevant skills through continued learning. Has in depth knowledge and skill in one or more fields of practice which may have developed through a formal post qualifying training and development activity. Takes responsibility and accountability for the practice of others e.g. mentoring newly qualified social workers and students, supervising the work of more junior staff.	• Undertakes learning and development opportunities as available, completing courses as advised by your supervisor.
Ensures that expenditure on cases is properly authorised and recorded, in accordance with departmental procedures.	• Expenditure is appropriately authorised and recorded.

Health & Safety

All employees have a duty to carry out their work with due regard for the health and safety of employees and the public, to observe health and safety requirements relevant to their activities and co-operate with the Council so as to enable them to carry out their own responsibilities effectively.

They must report to their supervisor every accident which could result in injury or damage to plant and equipment and co-operate in the investigation of accidents with object of preventing a recurrence.

Special Conditions

This post is subject to the DBS checking process.

The post holder must be able to drive, hold a valid full driving licence and have the use of a vehicle. Driving Licence will be subject to checking with the DVLA. It is a council requirement to have Business Use Car Insurance and a valid MOT certificate (For cars over 3 years old.

Person Specification - Essential criteria:

Experience	
1.	Must be able to demonstrate the capacity to work with children and families effectively, exercising high-quality judgments in situations of increasing complexity, acting with confidence and autonomy, while accessing support and advice.
2.	Must be able to demonstrate the ability to work within current legislation and statutory guidance.
Qualifications / Training	
3.	DipSW or an approved social work qualification. Registered, or eligible for registration, with Social Work England.
Knowledge & Skills	
4.	Demonstrates current knowledge of professional social work practices.
5.	Demonstrates an understanding of the social work task.
6.	Demonstrates experience and understanding of key legislation.
7.	Skills in assessment, critical analysis and decision-making.
8.	Demonstrates evidence-based practice in social work assessments, decisions and interventions.
9.	Ability to communicate effectively in all formats.
10.	Ability to accurately record information in accordance to statutory requirements and timescales.
11.	Ability to prioritise conflicting demands.
12.	Ability to routinely plan and effectively evaluate interventions and outcomes of their own practice, and that of their team / service.
13.	Ability to develop effective working relationships, and are recognised by peers and those in those professions as a source of reliable knowledge and advice.
14.	Ability to reflect on social work practice.
15.	Ability to challenge others appropriately.

16.	Ability to respond flexibly to services users needs and the requirements of service delivery.
17.	Ability to utilise IT and a willingness to undertake IT training as required.
18.	Demonstrate the commitment to Equal Opportunities and inclusion.
19.	Ability to manage and resolve conflict.
Other Qualities and Attributes	
20.	A Knowledge of equality & diversity issues.
21.	Committed to our values and behaviours framework.
22.	Works flexibly with local and wider team and in partnership with other professional agencies to achieve overall team goals.
23.	Logically interprets and draws meaning from information that leads to a clear analysis of required intervention.
24.	Anticipates and reviews situations in depth to identify critical issues and act upon them.
25.	The post holder must be able to drive, hold a valid full driving licence and have the use of a vehicle.

