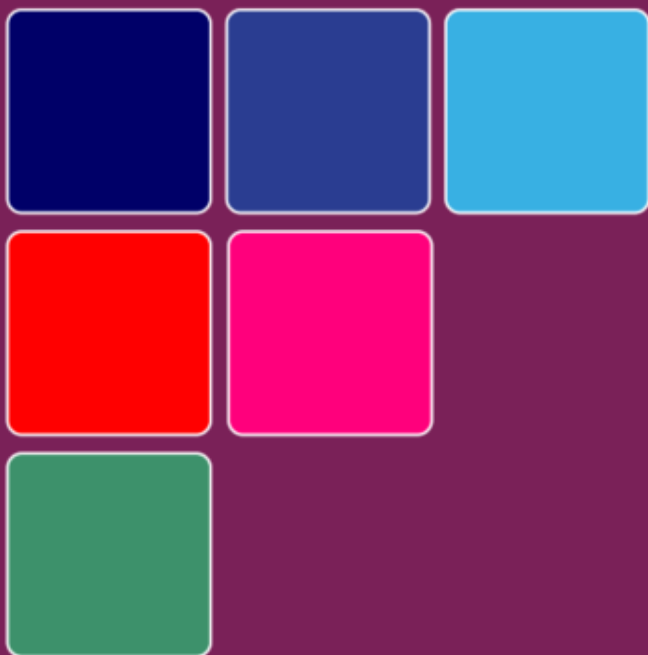


Social Worker



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 Description

Job Title: Social Worker
Grade/Salary: Grade 9
Reports to: Team Manager
Post Number: CHILD047B

Role Purpose:

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 confidence and autonomy, exercising high quality judgements in situations of increasing complexity, risk, uncertainty and challenge, utilising specialist knowledge for appropriate interventions, needs assessments, care planning, and child protection investigations.
- Carry out assessments effectively, using child-centred, community-focused, and multi-agency interventions to bring about positive change through developing effective relationships, and to secure the best outcomes for children and young people.
- Ensure children and young people are adequately protected in line with Dudley Safeguarding People Partnership, departmental policy and procedures, and relevant legislation.

Specific Responsibilities:

Key Accountabilities	Expected Outcomes
Holds and manages a varied workload, exercising high quality judgements in situations of increasing complexity, reflecting the function of the team in accordance with relevant policies, procedures and legislation.	• Children's cases are effectively managed. • Outcomes for children and young people are improved.
Effectively identifies and assesses increasing levels of risk and need, determining which interventions, knowledge	• Demonstrates professional judgement in managing and assessing risk to children.

and skills should be used, delivering protective or supportive services for children at risk, in need and/or looked after.	• Maintains children in their families where it is safe to do so and delivers preventative interventions. • Improves outcomes for children.
Maintains an up-to-date assessment, care plan and reviews for all children's cases, integrating professional knowledge, the views of people using services and research / evaluation evidence in their practice, and using their knowledge and skills to take more initiative.	• 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.	• 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 children's 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 acts 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 other professionals in all agencies.	• 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 records are in place in relation to own children's cases. • Systems are utilised and maintained. • Data is recorded timely and accurately.

Key Responsibilities:

- To be accountable for and promote equality, diversity and community cohesion to meet Group, Department and Function objectives. All employees have a responsibility not only for their own behaviour, but also for others regarding equality of opportunity. Any incident must be reported.
- To participate in a Performance Review and Development meeting and undertake a plan of training where necessary. Develop his/her own skills and expertise in a professional manner.
- In addition to all the responsibilities listed above, all employees must be flexible in their approach and undertake other duties that are commensurate with post holder's level, wherever they may be, to achieve the objectives of the Group.
- To represent the Council and Group in a professional manner meeting the Corporate and Group aims. To comply with Group and Corporate policies.

- If appropriate to be responsible for the recruitment and performance management of designated teams and individuals in accordance with Corporate and Group aims and management style.
- To comply with the council's financial regulation and standing orders
- To actively promote Dudley's commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults at a level appropriate to this group.
- Employees must comply with health and safety legislation and will be required to comply with the Council's Health and Safety Policies. All employees must ensure that they take reasonable care of their own health and safety as well as the health and safety of any person that is affected by their actions.
- To be responsible for adhering to legislative requirements and Council Policies and Procedures including, but not exclusively health & safety, Data Protection and Internet/Email use.

Special Conditions:

This post is subject to the DBS checking process

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) *(delete if not applicable)*

The post holder is required to work onsite 3 days per week

Prepared by: Associate Director – Children's Social Care

Date: September 2025

Person Specification

Essential criteria:

Qualifications and Experience		Application form	Technical assessment	Interview
	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.			
	Must be able to demonstrate the ability to work within current legislation and statutory guidance.			
	DipSW or an approved social work qualification. Registered, or eligible for registration, with Social Work England.			
	Demonstrates current knowledge of professional social work practices.			
	Demonstrates an understanding of the social work task.			
	Demonstrates experience and understanding of key legislation.			
	Skills in assessment, critical analysis and decision-making.			
	Demonstrates understanding of evidence-based practice in social work assessments, decisions and interventions.			
	Ability to communicate effectively in all formats.			
	Ability to accurately record information in accordance to statutory requirements and timescales.			
	Ability to prioritise conflicting demands.			
	Ability to routinely plan and effectively evaluate interventions and outcomes of their own practice, and that of their team / service.			
	Ability to develop effective working relationships, and are recognised by peers and those in those professions as a source of reliable knowledge and advice.			

	Ability to reflect on social work practice.			
	Ability to challenge others appropriately.			
	Ability to respond flexibly to service users needs and the requirements of service delivery.			
	Ability to utilise IT and a willingness to undertake IT training as required.			
	Demonstrate commitment to Equal Opportunities and inclusion.			
	Ability to manage and resolve conflict.			
Skills and abilities				
	Proven commitment to public service and the ability to champion equality, diversity and inclusion and embedding these as core values			
	A knowledge of equality & diversity issues.			
	Committed to our Values and Behaviours Framework.			
	Works flexibly with local and wider team and in partnership with other professional agencies to achieve overall team goals.			
	Logically interprets and draws meaning from information that leads to a clear analysis of required intervention.			
	Anticipates and reviews situations in depth to identify critical issues and act upon them.			
	The post holder must be able to drive, hold a valid full driving licence and have the use of a vehicle.			