Job description

* Post title: Social Worker
* Grade: S02 /P03
* Reports to: CLA Practice Manager
* Direct reports: None
* Your team: Children’s Looked After Team, CLA1/2
* Service area: Safeguarding and Family Support
* Directorate: Children and Young People

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| Special requirements of the post |
| Workstyle: Front facing (High presence, three to four days a week)* Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)
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| This post requires a DBS check at the appropriate level (Enhanced with Barring/Enhanced /Standard/Basic) |

## Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn’t be clearer: we serve. It’s in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future**.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out ‘CARE’, which is what we think public service is all about.

## Overview of the role

Islington is looking to recruit **experienced social workers** who are motivated, passionate and able to work with children and young people sometimes in challenging circumstances

As a Child and Family Social Worker you will be responsible for working with children in need of help and protection or looked after children, whilst maintaining the focus on safeguarding. You will work directly with the child or young person and their family or carer to build empathic, purposeful relationships that facilitate meaningful and sustainable change, as well as stability in placement and permanency for children.

You will share and exercise the organisational practice ethos which places Motivational Practice and trauma-informed practice at the heart of working with families. You will be ambitious for every child to reach their potential in all aspects of their development including education, health and emotional wellbeing.

You will be joining a multi-professional team made up of experienced managers, Senior Social Workers, Social Workers, CAMHS professionals and Social Work Coordinators.

We take pride in providing a learning environment where staff can develop and our controlled caseloads, safe working practices, a culture of strong supervision and excellent training opportunities enable a supportive working environment for all staff. We offer dedicated training, regular individual supervision and group supervision to develop your skills. We have opportunities to consult with clinicians on cases and offer a range of appropriate support services in-borough for our children and young people.

## Key responsibilities

Manage the specific set of tasks relating to statutory case responsibility for children, young people and care leavers in need of help and protection and in public care, with the support of an appropriately qualified supervisor.

To develop a culture of trauma-informed practice that helps to improve the quality of relationships with children and young people, through Motivational Practice.

**1) Relationships and effective direct work**

a) Build effective relationships with the child, young person, family or carers to decide the best way to keep them safe, bring about change and improve outcomes ensuring that child protection is always prioritised. Observe and talk to children, young people and their families/carers within in their environment to help understand their physical and emotional world.

b) Provide support using best evidence direct work address support identified needs, significant risk and support children and young people in placements, those being adopted and moving to independence.

c) Work with a range of professionals, helping them understand the child and young person’s needs and ensuring that these are met in different contexts.

**2) Communication**

a) To communicate clearly and sensitively with children and families/carers and other professionals within differing contexts taking into account diversity and the need to tailor communication styles. To engage and motivate people to participate in support services.

b) To listen to the wishes and feelings of children and young people and support parents, carers and other professionals to understand behaviour and improve outcomes within a range of contexts.

c) Produce written cases notes and reports that are well argued, focused and jargon free with sound analysis and rationale for actions.

**3) Child Development**

Have an understanding and knowledge of child development milestones, and how they can be impacted on by trauma. With this knowledge to be able to seek additional professional advice when needed in order effectively understand, challenge and advocate on behalf of children with their parents, carers and the professional network.

**4) Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability**

To have a clear and empathic understanding of how the above issues impact on the parent-child relationship. To use this understanding to develop a holistic view of family circumstances. To plan collaboratively with parents and the wider network enabling parents to effect change, when possible, and to help children make sense of their history when it is not.

**5) Abuse and neglect in children and young people**

To have an awareness and curiosity of what the indicators of abuse and neglect are and to use this to collate multi-agency information and, where necessary, confidently lead investigations to protect children.

**6) Assessments**

To complete thorough, child-focussed and ongoing assessments which recognise strengths, vulnerabilities as well as attitude to change. To ensure that assessments bring out clearly the voice of the child and demonstrate an empathic view of how family and wider circumstances impact on children’s ability to develop to their full potential.

**7) Analysis, decision-making, planning and review**

a) Analyse plans regularly to ensure the support provided is making a difference to reduce risk and adjust the plan accordingly, including the views of children, young people, parents, carers and the professional network. Demonstrate accountability for the support being provided by producing written case notes and reports which are reasoned, purposeful and jargon-free. Present a clear analysis and a sound rationale for actions and decisions made, so that all parties are well informed.

**8) The law and the family, and youth justice systems**

Use the law, regulatory and statutory guidance to inform practice. Demonstrate ability to participate in decision-making to ensure children are kept safe, utilising the legal powers, duties and resources available.

**9) Role of supervision**

Use individual and group supervision reflectively to discuss, debate and test hypotheses when examining your cases. You will explore multiple perspectives and presenting issues, linked to underlying risks or needs. Utilise supervision to develop your practice skills, build confidence and reflect on your own development.

**10) Organisational context**

a) Operate successfully in a wide range of organisational contexts, complying with the checks and balances within local and national systems.

b) Maintain effective working relationships with peers, managers and leaders both within the profession, throughout multi-agency partnerships and public bodies, including the family courts.

c) Encourage and advocate for organisational focus, resource and support for the children and young people you work with.

Additional Expectations

The post holder is expected to:

· Ensure all the services within the area(s) of responsibility are provided in accordance with the Council's commitment to high quality service provision to users.

· To be committed to the Council’s core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.

 · To carry out their responsibilities/duties within the framework of the Council's Dignity for All Policy (Equal Opportunities Policy).

· Carry out their duties and responsibilities in accordance with the Council’s Health and Safety Policy and relevant Health and Safety legislation.

· Ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.

· Adhere to the standards of conduct, performance and ethics of the Health and Care Professions Council.

### Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

## Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

### Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

#### Knowledge, experience, and skills

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| Point | Criteria description | Essential/desirable |
| 1 | Social Work qualification and must be registered with Social Work England. | Essential |
| 2 | Good understanding of relevant legislation, regulation, safeguarding practices and research on what works to improve outcomes for children and families | Essential |
| 3 | Demonstrate skills aligned with the Motivational Practice framework (role play interview). | Essential |
| 4 | **Relationship and effective direct work**Demonstrate evidence of building purposeful relationships balancing empathy and authority. You will show experience of direct work, working with the impact of trauma and ensuring safeguarding is always prioritised. | Essential |
| 5 | **Communication (oral)& (written)**Demonstrate evidence of communicating and listening with children and families/carers taking into account diversity and the need to tailor communication style to engage and motivate people to participate in support services. Produce written case notes and reports that are well argued, focused with sound analysis and rational for actions. | Essential |
| 6 | **Child Development**Demonstrate ability to engage children in their environment, understand the world in which they live and the quality of their key relationships; to recognise signs that the child may not be meeting developmental milestones, has been harmed or is at risk of harm; to utilise research and evidenced-based approaches to actively inform casework. | Essential |
| 7 | **Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability**Demonstrate the ability to act upon (e.g. consultation and referral to other services) adult mental ill health, substance misuse, domestic abuse, physical ill health and disability in order to mitigate risk to children and improve individual and family functioning. | Essential |
| 8 | **Abuse & neglect in children**Demonstrate the ability to assess the impact of cumulative trauma and be clear about concerns namely: sexual, physical, emotional abuse, neglect, CSE, gangs and radicalization as well as the impart of parental issues on children. | Essential |
| 9 | **Assessments**Demonstrate ability to collaboratively carry out multi-agency, in-depth and ongoing assessments of social need and risk to children with particular emphasis on capacity for change, leading to effective planning to address the impart of trauma, where the voice of the child is given precedence. | Essential |
| 10 | **Analysis, decision making, planning and review**Evidence of being able to identify thresholds within the continuum of risks and needs. Ability to make clear recommendations about how to enable change to address risk and need based on evidence and professional judgement.Collaborate with the child, family or carers to set out clear goals about what needs to change and when. Evidence of drawing the relevant people intothe plan, including family’s own support network, ensuring plans are purposeful and support children to reach their potential. | Essential |
| 11 | **Role of supervision**Demonstrated ability to make effective use of reflective and discussion opportunities to enhance your professional practice. Awareness of your own emotional response to the work and the ability to identify strategies to ensure ahigh quality of service. | Essential |

## **Our accreditations**

 Our accreditations include Disability Confident Leader, The Mayor’s Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.