Individual Role – Unique Characteristics

This document is to be used in conjunction with the Job Family generic role profile

Directorate / School	Children's Services
Unit / Team	
Job Title	Social Worker
Job Family Role Profile Level	PCD10ii
Date	December 2016
Post Group Number (to be added by Pay and Reward team)	PG2081

Purpose

- To improve outcomes for Children and Young People in Cumbria by listening to the voice of the child, young person and their families, understanding their needs and working together to agree how these needs will be met with the right help and support.
- To deliver complex service /support and to individuals and groups and to improve community capacity and /or service users well being and /or skills

Key responsibilities

- To use active listening, observation and communication to build relationships with families, children and young people
- To understand and analyse the needs of children and young people and families by gathering information through direct work with them
- To identify and assess complexity and seriousness through investigation and analysis of information within children's services procedures.
- To understand the impact of need in order to formulate child based plans with clear outcomes
- To ensure practice is informed by evidence and theory
- To understand the roles and accountabilities of other professionals in order to ensure the appropriate services are provided to meet the identified needs
- To share skills and knowledge to build capacity with other professionals across all agencies and identify gaps in provision
- To evaluate own practice and identify need for professional support and development
- To be open to engage in peer support and challenge
- To keep appropriate records that describe and support an analysis of the child's experience clearly identify the child's voice and demonstrate any decision making rationale
- Conduct work in accordance with social work core values, Children's Services policies and procedures, the Council's core values and corporate standards including anti oppressive practice approaches
- Undertake travel in and around the county as part of their duty
- Undertake such other duties and responsibilities commensurate with the grading and nature of the post

- Ensure that the District is at all times pursuing good individual relations and fair personnel, health and safety, equal opportunity and management practices. To take reasonable care of your own health and safety
- Enhance the Council's image within the community by promoting awareness of services and achievements and encourage greater public participation
- Accept budget and finance responsibilities to ensure services work within agreed budget and within Corporate policy guidelines and practices

Individual Role – Person Specification

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	Essential	Desirable
Qualifications	• CQSW/CSS/DipSW • HCPC Registration • Evidence of continuing professional development in social care/social work post qualification. • Evidence of successful completion of ASYE portfolio	
Knowledge	• Knowledge of Assessment and Case Management Processes and outcome based planning • Knowledge of relevant legislation	Knowledge of Children's Services assessment tools
Relevant Experience	• Some experience in work with children and families, pre/post or during qualification	Experience in child protection
Skills	• Ability to work as part of multi disciplinary team with internal and external colleagues – sharing and co-ordinating resources • Ability to plan work and meet deadlines • Ability to produce clear written reports • Work directly with vulnerable children • Liaise with external and internal partners on day-to-day service issues.	

	• Clear and concise verbal skills with children and adults • Ability to assess and manage some risk effectively	
Other	• Professional integrity, reliability and consistency • Explicit use of social work values e.g. ability to work in a non-discriminatory manner, respecting individual's rights and choices • Ability to work under pressure and emotional stress effectively • Ability to undertake extensive travelling in the designated area. • Enhanced CRB Clearance • Flexible working hours	