

Job profile

JOB TITLE	Social Worker Disabled Children
GRADE	AfC Scale Point 35 to 38
DIRECTORATE	Children's Social Care
REPORTS TO	Team Leader Disabled Children's Team/ Head of Disabled Children's Team
RESPONSIBLE FOR	No supervisory responsibilities

VISION FOR ACHIEVING FOR CHILDREN

Achieving for Children was created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames and is commissioned to deliver children's services on behalf of the two local authorities. Our vision for Achieving for Children is simple: by bringing together professional expertise from the two founding local authorities, and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

Achieving for Children is divided into five key business areas: Education, Early Help Children's Social Care; Special Educational Needs and Disabilities; and the Company (Standards and Improvement and Finance and Resources). Each business area is led by a Director or Associate Director.

ABOUT THE DISABLED CHILDREN'S TEAM

The Disabled Children's Team is a dynamic and responsive team working with disabled children and their families. The service is responsible for all aspects of children's social work from assessment and analysis, through to long term planning. There is a strong emphasis on multi agency working and strong links with services providing support to children and families in need of early intervention.

MAIN PURPOSE OF THE JOB

The role requires the individual to have a social work qualification and HCPC registration. The successful individual must be highly motivated individual who will provide services, support and assistance to our already successful team who deliver quality and positive results for disabled children and their families. The candidate's key responsibility is to provide a broad range of Social Care support and intervention including Child-in-Need, Looked after Children, and Child Protection.

RESPONSIBILITIES

Operations and supervisory

1. Work jointly with other professionals to undertake a holistic assessment of children and their families in accordance with the Framework for the Assessment of Children in Need and their Families and to timescales.
2. Develop Child in Need, Looked after Children plans and participate in Child Protection plans. These plans will be informed by an assessment of need/risk and will identify desired

outcomes within clearly defined timescales.

3. Ensure that service users' views are fully recorded during the assessment process and wherever possible are reflected in the subsequent case planning.
4. Prepare and present reports in a clear and logical way, and contribute to multi-agency conferences and meetings as appropriate.
5. Include cost / 'best value' considerations in identification of resources and case planning.
6. Use a range of interventions, as agreed with Team Manager, to engage the child and family in working towards the objectives of the Care Plan. The range includes one to one work and group work.

Performance

1. To participate in the monitoring of service delivery against agreed targets, timescales and resources, taking action as appropriate to achieve desired outcomes.
2. To champion and support continuous professional development within the team.

Communications

1. To ensure effective communications are conveyed in a timely, transparent and coherent manner.
2. To keep staff and stakeholders informed of information that affects them and influences service development.
To establish and maintain good communication across children's social care and with departments and agencies to facilitate the improvement and development of the service.
3. To seek, listen to, and respond to the views and ideas of staff and stakeholders, encouraging and actively engaging in positive communications and working relationships.
4. To promote the service professionally and positively with partners.

General

1. To ensure that the highest quality services are provided, within the resources available, and are responsive to the expressed needs and aspirations of residents/users regardless of backgrounds, lifestyles and abilities.
To demonstrate a commitment to own personal and professional development and to developing and coaching others.
2. To undertake project work and produce reports and deliver presentations as required.
3. To work on service and system developments including the use of ICS.
4. In the performance of all your duties, and in particular in the support and management of staff, to implement all Achieving for Children policies and procedures necessary to meet customer care needs and to reflect the Achieving for Children's vision and values.
5. Champion the promotion of diversity and equalities in all aspects of service delivery and people management; demonstrate confident application of ethical reasoning to professional practice and decision making.
6. Ensure the wellbeing of employees and service-users by actively promoting and complying with health and safety regulations, policies and procedures.
7. Working to accredited children and family practitioner level of the Knowledge and Skills Statement.

PERSON SPECIFICATION

Children's Social Care

Job title: Social Worker (Disabled Children)

Grade: AfC scale point 35 to 38

KSS/PCF Level: ACFP/Social Worker

Achieving for Children Promises	
Evidence	Essential/ Desirable
We will put children and young people first	Essential
We will embrace diversity and champion inclusion	Essential
We will be resourceful, adaptable and dependable	Essential
We will nurture strong, responsive and caring relationships.	Essential
We will value and invest in our staff to deliver innovative and quality services	Essential
We will work with our customers to deliver the most effective solutions for them.	Essential

Qualifications	
Evidence	Essential/ Desirable
CQSW / CSS / Diploma in Social Work / Degree or Masters in social work or GSCC approved qualification	Essential
Current HCPC Registration	Essential

Links to the Knowledge and Skills Statement		
KSS Domain	Prompts	Essential/ Desirable
1. Relationships and effective direct work	Proven experience of building effective relationships with children, young people and families. Knowledge of gathering evidence through the use of direct tools to help determine risk to disabled children and inform assessments.	Essential
2. Communication	Good verbal and listening skills when working with families, encouraging the voice of the child and acting professionally when faced with hostile reactions. Clear and concise when communicating in written formats and verbally with service users and other professionals.	Essential
3. Child development	A good understanding of how the varying factors of a child's life play a part in their development. Ability to adapt how you work with young people in response to issues that may impact a child's development and the environments in which you are in contact with them, in particular disabled children and young people	Essential

4. Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability	A good knowledge of the varying factors that affect a parent's ability to care for their child and identify early warning signs of when these may lead to harm. A good knowledge of other professional organisations that can be employed to support parents with different issues, with a focus on disabled children and young people.	Essential
5. Abuse and neglect of children	Experience of working on cases with the various forms of abuse and neglect the pose a threat to children and young people. Experience leading on and sharing information with partner agencies in aid of a child protection investigation.	Essential
6. Child and family assessment	Experience of writing a child and family assessment. Experience of using various evidence based tools and accounting for family history to inform assessments.	Essential
7. Analysis, decision-making, planning and review	Ability to provide solutions to solving the problem family's face including ability to test multiple hypotheses. Able to use evidence and professional judgement to make decisions and determine the risk of future harm.	Essential
8. The law and the family and youth justice systems	Knowledge of the legal powers and key duties with when working with disabled children and young people, including key legislation both locally and nationally. Experience of seeking further advice and guidance on key issues relating to a range of legal issues that affect children and families.	Essential
9. The role of supervision	Able to recognise professional limitations and seek advice within regards to them and working collaboratively to resolve problems. Ability to reflect on personal impact of working in a complex role.	Essential
10. Organisational context	Understanding of the key values of AfC and ability to promote them in your everyday conduct. Ability to maintain personal and professional credibility through working with the wider organisation.	Essential

Skills and ability	
Evidence	Essential/ Desirable
Is able to manage priorities and work under pressure displaying initiative and creativity	Essential
Is able to influence, develop and change the motivation and behaviour of people to achieve objectives.	Essential
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential

Strong organisational ability, including the ability to work on initiative and to prioritise workloads to meet agreed deadlines.	Essential
Knowledge and understanding of data quality, information security and sharing requirements.	Essential
Experienced in the use of ICT, including MS Word, Outlook and case record management systems	Essential
Knowledge of a range of business systems and software applications and a high standard of ICT literacy; ability to understand new technologies and their potential.	Essential

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of the service and the specific requirements of the role.