

POST TITLE	SOCIAL WORKER (CHILDREN'S SERVICES)
DIRECTORATE	COMMUNITIES AND FAMILIES
SERVICE	CHILDREN'S SERVICES
RESPONSIBLE TO	TEAM LEADER
NUMBER OF POST HOLDERS	121
ACTING UP/ SECONDMENT	N/A

PURPOSE OF JOB

The post-holder will undertake the full range of statutory duties of a children's social worker, working with children and young people who need protection, are Looked After or are children in need, and their families/carers. They will work in strengths based and restorative ways to get alongside children, families and carers, build positive relationships, identify what they need to keep them safe and put in place plans which improve wellbeing for children, young people and their families/carers.

Posts are located in a range of teams within Children's Services including locality practice teams, disability team, family-based care teams, young people's service and throughcare & aftercare.

THE WHAT - MAJOR TASKS/JOB ACTIVITIES

- To act as lead professional for children and young people who need protection, are Looked After or are in need.
- To assess need and risk in each case, working with children, young people, families, carers and partner agencies to identify what is getting in the way of safety and wellbeing and what needs to happen to keep the child or young person safe and well.
- To build trust and form positive relationships with children, young people and their families/carers, using relationships as the tools for change leading to improved outcomes.
- To empower families and carers to support the development of client centred planning and to promote the use of self-directed support.
- To work in ways that respect the rights of children, young people and their families/carers.
- To prepare reports, in clear and user-friendly language, and within the required timescale, for Children's Hearings, Child Protection Case Conferences, Court hearings and any other planning meetings, clearly stating an assessment of need and risk that is based on evidence and sound professional judgement.
- To work jointly with a range of partner agencies including schools, NHS, police and third sector, using the perspective of partners to inform assessment and to provide the best possible planning and service to children young people and their families.
- To take responsibility for their own professional development, keeping up to date with theory, research and legislation that is relevant to the role; and to participate in knowledge exchange and training opportunities as per the advice and direction of line managers.
- To authorise financial payments when required and according to the scheme of delegation.
- To demonstrate a level of initiative and leadership appropriate to the post-holder's role and stage of development, contributing to a culture of high support and high challenge within their team and service.
- To undertake any other duties as required by the Director of Communities and Families

THE HOW - KNOWLEDGE AND SKILLS (E.G. CREATIVITY & INNOVATION, CONTACTS & RELATIONSHIPS, DECISION MAKING)

- Recognised social work qualification and registration with the Scottish Social Services Council

- Candidates are required to join the PVG Scheme/ undergo a PVG scheme update prior to a formal offer of employment.
- Knowledge of social work theory and legislation relating to children's social work
- Ability to assess complex information, engage individuals with complex needs in strengths based and restorative change work, whilst building positive relationships and undertaking a range of tasks associated with the assessment and management of risk.
- An understanding of professional and personal authority, how to exercise discretion appropriately, making decisions within the context of line management supervision and professional accountability.
- An ability to communicate and work jointly and restoratively with professionals, maintaining positive working relationships which benefit children, young people and their parents/carers.

ENVIRONMENT (WORK DEMANDS, PHYSICAL DEMANDS, WORKING CONDITIONS, WORK CONTEXT)

- Regular adherence to prescribed timescales, requiring the ability to maintain clarity under pressure and to regularly reprioritise workload while maintaining safety
- Periods of intense concentration in working with people including children, young people and parents/carers whose presentation can reflect their adverse experiences
- Exposure to individuals in distress, in crises and engaging in self harming behaviours, and likely exposure to verbal aggression and hostility that requires staff resilience in assessing and responding
- Keeping the child/young person's needs and safety as paramount while doing all of the above

SUPERVISION AND MANAGEMENT OF PEOPLE (NUMBERS AND TYPE OF STAFF)

- This post holds no line management or supervisory responsibilities but can involve supervision of students and coaching of new and non-social work qualified staff.

RESOURCES

- Be responsible for updating and maintaining client information of a confidential and sensitive nature.

HEALTH AND SAFETY

Protecting the health and safety and welfare of our employees, and our third parties including members of the public, contractors, service users and pupils, is the starting point for a forward-thinking Council.

All employees are responsible for:

- Taking care of their own health and safety and welfare, and that of others who may be affected by their actions or omissions;
- Co-operating with management and following instructions, safe systems and procedures;
- Reporting any hazards, damage or defects immediately to their line manager; and
- Reporting any personal injury and work-related ill health, and accident or incident (including 'near misses') immediately to their line manager, and assist with any subsequent investigation, including co-operating fully with the provision of witness statements and any other evidence that may be required.

Line managers have additional responsibilities for ensuring all health and safety risks under their management are identified, assessed and controlled, with specialist input from H&S Advisers and others including Occupational Health where required. Where the risks cannot be adequately controlled the activity should not proceed.

Additional information can be found in the [Council Health and Safety Policy](#).