POST TITLE	**SOCIAL WORKER**
DIRECTORATE	**CHILDREN, EDUCATION AND JUSTICE SERVICES**
SERVICE	**CHILDREN'S SERVICES**
RESPONSIBLE TO	**TEAM LEADER**
NUMBER OF POST HOLDERS	
ACTING UP/ SECONDMENT	**N/A**

In Edinburgh we are committed to keeping the Promise and our Corporate Parenting responsibilities to ensure every child and young person grows up feeling safe, loved, and respected. As a workforce this means we focus on what matters to children and families, listen, and follow through. We understand and act on the impacts of poverty and honour children's rights. We are respectful to all those we work with treating them as unique individuals using our language with care and sensitivity.

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 support and protection, are Looked After or are children in need, and their families or carers.

They will work in strengths based and restorative ways to engage with children, young people, families, and carers, build positive relationships, identify what they need to keep them supported and safe and put in place plans which improve wellbeing.

A focus on prevention and participation will be at the heart of the work. Posts are 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 build and strengthen safety and wellbeing and co-create plans to keep the child or young person safe and well.
- To use and reference the 'Getting It Right for Every Child' framework and The Promise in the process of supporting children, young people and families.
- To work restoratively 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 work in a way that is empowering and creates the conditions for children, young people, families, and carers to be centrally involved and contributing to problem solving and self-directed support.
- To work in ways that respects the rights of children, young people, and their families or carers.
- To prepare and share reports that are clear and accessible to all - within the required timescale, for Children's Hearings, Child Protection Planning Meetings, Court, and any other planning meetings, clearly stating an assessment of need and risk with recommendations based on analysis of evidence and sound professional judgement.

- To work jointly with a range of partner agencies including education, SCRA, NHS, police and third sector, using the perspective of partners to inform assessment and to provide the best possible planning and service for 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 participate in formal consultation and supervision.
- 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 learning, reflection and ownership within their team and service.
- To actively contribute to self and team development through a visible commitment to self-evaluation and continuous improvement
- To undertake any other duties as required by the Service Director or Head of Service.

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 (SSSC).
- 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 and analyse 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 assessment of needs 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.
- Advocate for children and parents. Awareness of rights and incorporation of rights into practice approaches.
- Communicate effectively with children, their families and other professionals. Strong relational skills and ability to engage effectively.
- 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. Due to the experiences of many of our children and families, there is exposure to episodes of acute distress, dysregulation and hostile reactivity requiring staff resilience in assessing and responding
- Keeping the child/young person's needs and safety as paramount while doing all of the above.
- The postholder will work from an office base and will be expected to regularly travel to appointments at children and families' homes, schools and other venues as required.
- The postholder is responsible for their own travel arrangements, whether by public transport, cycling, walking or car.
- The postholder will adhere to the council's lone working procedures and will, alongside their line manager, risk assess individual appointments.

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

- This post holds no line management or supervisory responsibilities but may involve support, coaching and guidance of students, new and non-social work qualified staff.

RESOURCES

- The post holder will have shared responsibility for the maintenance and security of the data held in an IT system and will be issued with a work laptop and mobile phone with responsibility to ensure they are not lost or damaged.
- Be responsible for updating and maintaining client information of a confidential and sensitive nature in a timeous manner in accordance with practice standards.

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.