Job Profile

Role Profile

Job Title: Social Worker All Age Disability Service.

Directorate: All Age Disability (0-25) Service.

Service: Social Care.

Salary Grade: SCP 22-31.

Reporting to: Team Manager.

Working hours: 37 hours a week.

Please note: You may at times be required to work outside of core office hours to fulfil the responsibilities of this role.

Location: County Hall, Worcester, Worcestershire.

DBS Check: Essential requirement for working with children, young people and young adults.

About All Age Dissability

All Age Dissability delivers children's social care, education, early help, and fostering services across the County.

Our Vision is for Worcestershire to be a wonderful place for all children and young people to grow up.

Our Mission is to support children and young people to be happy, healthy, and safe.

Our Values:



Children at our heart
We will keep children and young people at the heart of everything we do.



Value family life
We will support and empower parents to care for their own children well.



Good education for all
We will value education as the best start in life for all children.



Protection from harm
We will act in a timely and professional way to protect children from harm.

About our AAD Team

The All-Age Disability Area Teams are statutory social work teams, combining the functions of the Children with Disabilities Team and the Young Adults Team to ensure a seamless service through childhood and into adulthood. We work with children and young people with a disability that has a significant impact on their daily lives, by identifying their need and desired outcomes and developing plans with them to ensure that they reach their potential. We work in partnership with SEND Services to ensure that social care plans and the EHC plan is aligned and focussed on good outcomes for the child/ young person or young adult.

Further useful information:

Our Vision for children and young people with SEND:

In Worcestershire we want all children and young people with special educational needs and / or disabilities to be truly seen and respected as individuals and to be the best they can be.

Worcestershire County Council commitment to staff

- Flexible & agile working approaches.
- Regular 1-1s and supervision.
- A flexible benefit offer which includes mental health support, physiotherapy, gym membership and annual flu vaccinations.
- Wellbeing offer which includes wellbeing days and mental health first aiders.
- Support with career progression through training opportunities.
- Regular work updates: how your contribution is supporting children, young people and young adults across the County.
- Solution focused team working to deliver shared goals.

Job Description

Responsibilities, duties, and tasks

- To work in partnership with children, young people, young adults and their families to address their social, emotional and environmental needs. The wishes of those children, young people, young adults and their families are of vital importance in formulating any plans in conjunction with multi-agency networks.

- Overall, the role is to safeguard and promote the welfare of the most vulnerable children, young people and young adults in Worcestershire through the delivery of high-quality services.
- To assess the risks and needs for vulnerable children, young people and young adults, delivering services to improve their quality of their life.
- To co-ordinate services that enable the best outcome for children, young people, young adults and their families/carers whilst ensuring the appropriate use of resources.
- As an experienced social worker, it is a requirement to be working towards a level of operating self-sufficiently in the application of relevant legislation, policy, procedures and social work theory (within normal arrangements for management accountability).
- The Social Worker must ensure that the well-being and safety of the child/young person/young adult is paramount.
- This is through gathering and analysing all necessary information to complete a range of assessments that comply with statutory requirements and may require the Social Worker to consider alternative placements for the child/young person or young adult.
- To carry out tasks that fulfil the statutory requirements of children/young people or young adults receiving services.
- The Social Worker will be required to collect and maintain accurate records and update appropriate systems which are both confidential and in-keeping with relevant legislation, e.g. data protection.
- To participate in the supervision process.
- The Social Worker will be required to attend relevant training courses and staff development programmes as part of their continued professional development.

Notes

- Work in Regulated Activity and in accordance with the Rehabilitation of Offenders Act (Exceptions Order) as amended and the Safeguarding Vulnerable Groups Act 2006, to be registered with the Independent Safeguarding Authority (ISA) and to have a relevant enhanced level Disclosure and Barring Service (DBS) certificate.
- Undertake work which is concerned with the establishment or operation of a database or work that may require access to a database under Section 12 of the Children's Act 2004 and which is of such a kind as to enable the postholder to have access to information included in the database.
- WCC reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.
- Reasonable adjustments will be considered as required by the Disability Discrimination Act.

- The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equal Opportunities Policy.

Person Specification

Qualifications & training

It is essential that the postholder a professional qualification in social work, and current Social Work England (SWE) registration.

It is desirable that the postholder has a Level 1 qualification in Essential Digital Skills or evidence of excellent IT skills in Microsoft Office

Experience & knowledge

It is essential that the postholder has:

- Experience of working with children/young people in a statutory social care setting, including those in need of safeguarding, and /or equivalent experience of working with adults.
- Experience of decision making relating to safeguarding either within a children's social care arena or an equivalent adult's arena.
- Good interpersonal skills and the ability to work with a wide range of people.

It is desirable that the postholder has:

- Experience of work with abused or vulnerable children or young adults, and their families.
- Experience in undertaking child abuse and/or adult safeguarding investigations and assessments.
- Experience of working with individuals with disabilities.

Skills & abilities

It is essential that the postholder has:

- Specialist knowledge of theories and practice relating to Social Work to achieve successful outcomes for children or young adults and their families.
- Detailed knowledge of current legislation relating to children and/or young adults.
- Knowledge of preparation for adulthood pathways and planning.
- The ability to communicate clearly and effectively both orally and in writing.
- Good inter-personal skills and the ability to relate to a wide range of people.
- The ability to organise work effectively and deal with multiple priorities.
- The ability to work as part of a multiple disciplinary team and build strong working relationships.
- Good IT skills.

- Assessment skills relating to work with children, young people or young adults and their families including complex family situations.
- Liaison and negotiation skills with other agencies and service users.

It is **desirable** that the post holder has:

- Knowledge of child protection practice and procedures.
- The ability to relate to children and adults from a range of cultural backgrounds.

Additional factors

- It is essential that the postholder has the ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner.
- WCC reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.
- Reasonable adjustments will be considered as required by the Equality Act.

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