



Job description			
Job title	Shield Experienced Social Worker		
Grade	Qualified - Pay Band L SCP 32-33		
Directorate	Children's Services		
Service/team	Shield Team		
Accountable to	Shield Team Manager or Shield Assistant Team Manager		
Responsible for	N/A		
JE Reference	A2880	Date Reviewed	March 2025

### Purpose of the Job

To work as an Experienced Social worker of the Shield Service delivering targeted and co-ordinated interventions to parents and carers, and families with children 0-25 years displaying a range of complex, interacting needs. These will include effective parenting skills, relationship breakdown, family dynamics, emotional health and well-being, sexual health and self-esteem. Parents and Carers will be supported to achieve better outcomes including improved school attendance and tackle issues such as truancy and exclusion, reduce risk of exploitation including crime, anti-social behaviour and improve employability.

Shield adopts a multi-disciplinary approach to working with families and will have a good working knowledge of services and interventions that are available across the partnership to support families. To complete therapeutic interventions using a trusted relationship model, support the completion of assessments, develop clear and focused plans, and ensure timely delivery of effective services.

You will ensure that safeguarding needs of children and their families (including carers) are assessed and responded to in a timely manner.

Shield Experienced Social worker will undertake holistic child exploitation assessments in partnership with parents and carers and will act as the lead exploitation specialist to develop an outcome focused family exploitation plan and co-ordinate the delivery and reviews of this plan. This will include personally delivering a range of supportive and practical interventions to the whole family, directing the multi-agency professionals in relation to exploitation. This will also require delivering hands on parenting interventions to support parents trying to respond to harm outside of the family home.



You will also be expected to offer parenting interventions to support families around other forms of harm when required ie. Harmful sexual behaviour or neglect etc.

The Shield Experienced Social Worker will also be expected to organise and participate in practice improvement activities to support the development of the service and may be asked to lead on thematic activities.

The Shield Experienced Social Worker will be the lead in Shield on required mapping activities with the Police in relation to intelligence and information on exploitation and represent Shield at Police forums in relation to threats and risks, perpetrators of exploitation and children being exploited by organised crime groups.

### **Duties and Responsibilities**

This is not a comprehensive list of all the tasks, which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

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1. Promote the welfare and safeguarding of children and their families in Knowsley and ensure all safeguarding has been responded to for child victims of exploitation and all forms of disruption is being taken against the perpetrators of exploitation.
2. To be allocated and manage a specialist caseload and to work directly with parents and carers and children where there is risk of harm towards the child. To create and deliver training and also offer consultations on particular families to address risk of harm outside the home.
3. Demonstrate that you practice within the Professional Capabilities Framework (PCF) and Knowledge and Skills Statement (KSS) aligned to your grade and experience.
4. The role requires a particular focus upon child exploitation (sexual and criminal), trafficking and missing and working with children and parents that feel they cannot engage with agencies due to fear of harm outside the home. The role also includes working with families with other harms affecting children i.e. harmful sexual, domestic abuse, neglect etc.
5. To lead on specialist whole family child exploitation assessments and assess levels of risk in terms of exploitation or other forms of harm when required.



6. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators.
7. To ensure all assessments, plans and interventions are based upon the latest research guidance. To prepare/formulate plans and deliver interventions for children and young people and parents. To have extensive knowledge of trauma informed practices and have the ability to support and influence the wider multi-agency partnership to promote various therapeutic models.
8. To screen the Missing Episodes that come into the Multi-Agency Safeguarding Hub when required. To establish threshold of support needed using signs of safety model to ensure a holistic assessment of risk and support needed. To respond to MASH information requests providing recommendations in relation to exploitation. To attend the Daily Morning Meeting and strategy meetings when required to represent Shield and ensure exploitation concerns are being considered.
9. To support the making of key decisions in respect of children in accordance with legislation, statutory guidance and local policies, in particular the Children's Act, Working Together and Knowsley's Threshold of Need guidance. Provide support and leadership when dealing with the sensitive exploration of issues of confidentiality, privacy and information sharing in complex or risky situations.
10. To represent Shield and contribute at the Multi-Agency Child Exploitation meeting, Police Multi-Agency Response to Threat Harm and Risk and Threat Harm and Risk meeting. To actively contribute and focus on disruption of adult perpetrators of exploitation.
11. To oversee mapping activities within Shield in relation to intelligence and information on exploitation and represent Shield at Police forums in relation to threats and risks, perpetrators of exploitation and children being exploited by organised crime groups.
12. To design/create and deliver training packages tailored to a variety of audiences - school assemblies through to groups of multi-agency professionals.
13. To maintain and quality assure case records to a high standard and to write reports on individual young people, or pieces of work, as required, including in certain specified instances reports for the court, child protection conferences etc. Ensure that all Shield information systems are maintained and updated as policy and procedure dictates.



14. The Shield Experienced Social worker will assist with reflective supervision of other staff on the Shield team and mentor/support to others as appropriate identify and develop potential within other staff.
15. To support the service Quality Assurance programme by completing audits and providing feedback on wider Shield practice and collating feedback from families to shape practice. To support the Team Manager or Assistant Team Manager to monitor performance and standards.
16. Ensure the statutory duties of the Council are fulfilled and met in accordance with legal requirements and Service responsibilities in relation to statutory reviews or instruments in accordance with the particular responsibilities of the post taking into consideration the council's duty to promote and safeguard a child's welfare.
17. To pursue appropriate personal and professional training and development opportunities as and when they occur to ensure compliance with HCPC and Directorate standards/expectations.
18. To comply with all the Council's financial regulations.
19. Any other duties (commensurate with the grade) which will assist the Service in meeting its objectives

### **Knowsley Better Together – Staff Qualities**



### **Health and Safety**

- To use equipment as instructed and trained.
- To inform management of any health and safety issues which could place individuals at risk.



## **Data Protection and Information Security**

- Implement and act in accordance with the Information Security Acceptable Use Policy, Data Protection Policy and GDPR.
- Protect the Council's information assets from unauthorised access, disclosure, modification, destruction or interference.
- Report actual or potential security incidents.