



brighterfuturesforchildren.org

Social Worker

Job Description & Person Specification

Contents

Job Information.....	3
Job Purpose.....	3
Designation of Post within Company Structure.....	3
1. Your role.....	3
2. Relationships – who you will work with	4
3. What your performance will be measured against	4
4. Your level of autonomy.....	4
5. Personal Attributes	4
6. Scope of Job (Budgetary/Resource Control/Impact)	5
Special/Other Requirements/Responsibilities of this Post.....	5
Person Specification.....	5
Qualifications & Education	5
Experience.....	5
Skills, Abilities & Competencies	6
Additional Working Requirements	6

Job Information

Post Title	<ul style="list-style-type: none">• Social Worker
Reports to:	<ul style="list-style-type: none">• Consultant Practitioner / Assistant Team Manager
Grade and Salary:	<ul style="list-style-type: none">• ASYE Social Worker - RGSW5b, SCP 24 plus £8000 annual Market Supplement• Experienced Social Worker - RGSW6, SCP 28-33 plus £8,000 annual Market Supplement
Location	<ul style="list-style-type: none">• Civic Centre, Reading
Conditions:	<ul style="list-style-type: none">• 37 hours per week, occasional outside office hours to respond to specific service requirements
Direct reports to the post:	<ul style="list-style-type: none">• None

Job Purpose

Brighter Futures for Children is improving outcomes for Reading's children, young people and families.

We are an independent, not-for-profit-company, wholly owned by Reading Borough Council. Our responsibility is to deliver quality children's services, early help, education and Special Educational Needs and Disabilities (SEND) services in the borough.

This role will hold an allocated case load which will include a range of child in need, child protection and looked after children cases, dependant on experience. You will carry out a range of tasks and interventions to benefit the welfare of the child.

Designation of Post within Company Structure

1. Your role

- Undertake assessments and, where appropriate, arrange accommodation for children and young people
- Work within BFfC policy procedures and good practice guidelines in order to most effectively meet the needs of the children and families allocated to you
- To work with children, young people, families, carers and communities to help them make informed decisions and engender change, enabling them to clarify and express their needs and contribute to service planning
- To develop and maintain positive working relationships with service users and other professionals
- To keep up to date with contemporary issues in children's social work including legislation and evidence based practice, and to attend relevant training and development opportunities
- To liaise with colleagues in own, other directorates, and external agencies in order to gather information relevant to assessment and care planning activities, and jointly plan and deliver interventions

- Maintain and update case notes and other records, and write reports as necessary. If required, give evidence in court in relation to care proceedings
- Participate in planning and/or reviewing the cases of children in care, and supervise fostering/adoption arrangements
- To act as lead professional with regards to Core groups, etc, and lead and monitor multi-agency actions and objectives
- When working with families, recognise, monitor and assess risk, and escalate risk to supervisors in a timely manner to plan mitigating actions
- To work in a manner which is consistent with, and upholds, BfC Equal Opportunities policy
- To take reasonable care of your own health and safety and co-operate with management, so far as is necessary, to enable compliance with the company's health and safety rules and legislative requirements
- Brighter Futures for Children is a dynamic organisation which recognises the need to respond flexibly to changing demands and circumstances. While this job description provides a summary of functions and responsibilities of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post

2. Relationships – who you will work with

Internal:	<ul style="list-style-type: none"> • Colleagues across the council and Brighter Futures for Children
External:	Develop and promote strong partnerships with: <ul style="list-style-type: none"> • Managers and fellow Social Workers • Service users and carers • Partner agencies including Schools, Health & Police • Community and voluntary sector agencies • Berkshire West Safeguarding Children Partnership

3. What your performance will be measured against

- Personal objectives set as part of your continuous professional development

4. Your level of autonomy

- Required to work as part of a team, as well as using own initiative to deliver objectives

5. Personal Attributes

- Confident
- Approachable
- Friendly
- Uses initiative

- Achieves deadlines

6. Scope of Job (Budgetary/Resource Control/Impact)

- To be aware of budgetary limits
- To work within parameters agreed with the responsible Team Manager for specific pieces of work

Special/Other Requirements/Responsibilities of this Post

Level of DBS check required for this post	Enhanced with a check of the barring list(s)
Does the post require a check against the list of people barred from working with vulnerable adults?	YES
Does the post require a check against the list of people barred from working with children?	YES
What other security/safer recruitment clearances are required for this post? (excluding standard identity/work permit/education qualification checks)	NONE
Is this post "politically restricted"?	NO
Responsibility for Health & Safety:	Level 1
Please specify responsibility for implementing the company's risk management strategy as it applies to the service, ensuring risks to service delivery and specific projects or initiatives are recognised and that actions are taken and monitored to mitigate risks identified	N/A
Please specify any other Statutory Duties and/or responsibilities of this post not already covered in the "Main Duties & Responsibilities" above	Comply with the Social Work England Codes of Practice

Person Specification

Qualifications & Education

Essential:

- Social Work qualification
- Health & Care Professionals Council (HCPC) registration
- Understand and apply the knowledge of the legal, social, economic and ecological context of social work practice

Experience

Essential:

- Experience of working with children and young people



- Experience of working with families

Skills, Abilities & Competencies

Essential:

- Excellent communication skills (including verbal, written and conflict management)
- Ability to analyse complex information and plan, review and implement care plans
- Ability to organise and deliver a complex set of tasks
- Ability to actively engage in own development and to support the development of others
- Sound understanding of ICT with good keyboard skills
- Commitment to delivery of services to the public in line with equality and diversity policy and procedures
- Ability to demonstrate resilience via a range of techniques developed by yourself to manage stress and the range of unpleasant environmental circumstances that you may come in to contact with on a regular basis

Additional Working Requirements

- Car driver with use of a car
- Be prepared to work outside office hours to respond to specific service requirements