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Bracknell Forest Council

Job description

Job title:	**Casual Senior Social Worker (Childrens Services)**		
Directorate:	**People**	**Salary:**	**£27.50 per hour** plus £0.39 London Weighting and 20% responsibility allowance FTE: £53,051 per year plus £753 London Weighting and 20% responsibility allowance
Section:	**Berkshire Emergency Duty Service**	**Grade:**	**BG-E, SCP40**
Location:	**Waterside Park, Bracknell**	**Work style:**	**Casual**

Key objectives of the role

The Berkshire Emergency Duty Service is the primary contact for members of the public and professionals who have concerns about a child or vulnerable adult's welfare and safety outside of normal office hours (9-5pm) for all 6 unitary authorities of Berkshire. The service also operates an out of hours Appropriate Adult Service that provides a response to children/young people and adults with care and support needs who find themselves in police custody.

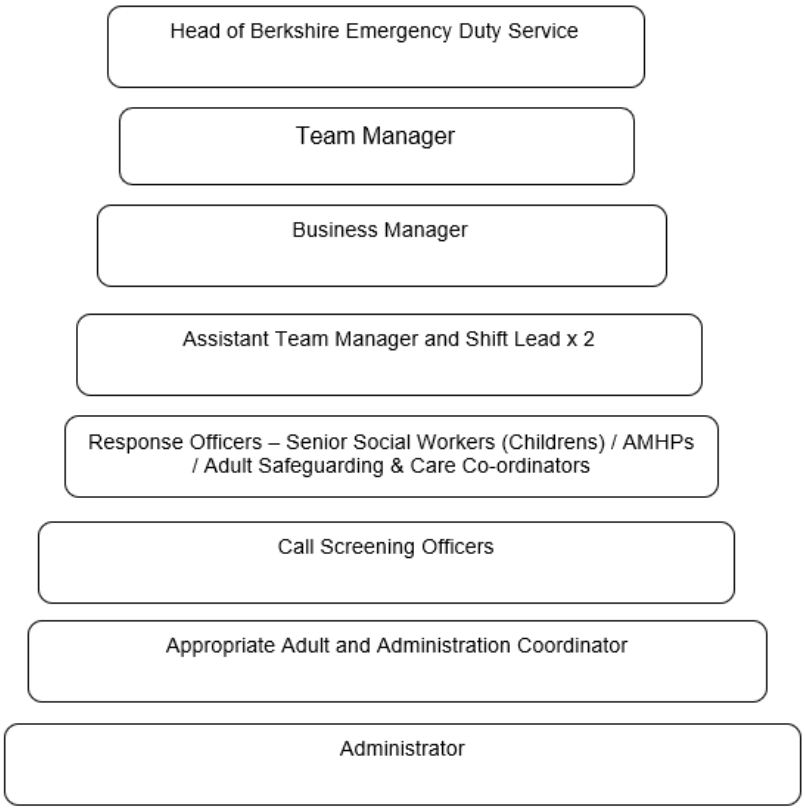
The post holder will participate in a shift and rota pattern that will involve providing a social work service outside normal working hours including evening, weekends, overnights and bank holidays.

As a Senior Social Worker (Childrens Services), you will assess and manage the risk involved in protecting vulnerable children and young people, distinguishing levels of risk for different situations to prevent harm and abuse as early as possible.

In line with the generic service delivery of Berkshire Emergency Duty Service the post holder will be required to have a thorough working knowledge of social work legislation and related guidance in relation to all client groups which include vulnerable adults

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Designation of post and position within departmental structure



Daily and monthly responsibilities

1. To be part a of the Emergency Duty Service (EDS), providing crisis social work intervention in partnership with safeguarding agencies 365 days a year. This will involve working evenings, weekends, overnights and Bank Holidays on a rolling rota and may include Christmas Day, Boxing Day and New Year's Day.

2. Although your main area of specialism will be Children, Young People, and their families, as an EDS senior social worker you will be required to have a thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures to deliver services that improve outcomes for children, young people and their families and vulnerable adults as set out in the following legislation:

    a. Children Act 1989 (amended 2004 and 2017), and the Children and Families Act 2014, Pan Berkshire Children Safeguarding Procedures and such other legislations that may be appropriate to work with children and families.

    b. The Mental Health Act 1983(2007), and the amendments in the Police and Crime Act 2017, ensuring all requirements of the associated legislation including case law are considered and applied.

    c. The Care Act 2014, Mental Capacity Act 2005, Pan Berkshire Adult Safeguarding Procedures and such other legislations that may be appropriate to work with vulnerable adults, including robust response to Intermediate Care enquiries and hospital discharge.

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d. Homelessness Reduction Act 2017.

e. Provision of an out of hours Appropriate Adult service for Young People and Vulnerable Adults held in Police Custody under the PACE Act 1984

3. Work autonomously, assessing and prioritising the social care requirements of all cases that present out of hours with appropriate consultation and case oversight from the duty manager

4. To provide an emergency service for assessment and action where children and adults are referred as being at immediate risk. This will include responsibility for dealing with situations where the service user's needs are particularly complex, using a child focused and person-centred approach, you will devise and implement safety plans to manage the risk until normal working hours. This will include appropriate escalation where required to the on-call managers.

5. Provide expert advice and quality interventions by telephone to referrals received out of hours from service users, members of the public, social work staff, other internal and external agencies. A number of these situations will involve making complex and skilled judgements about involving other agencies in managing risk for all client groups during out of hours and maintaining best practice standards in all aspects of the work undertaken.

6. To visit clients to assess and deal with the situation where the circumstances require direct support or intervention (eg. Child Protection, Accommodating children, Adult Safeguarding or Appropriate Adult duties).

7. To be aware of the resources available within the specialist areas, including other sources within the voluntary sector so that the maximum benefit may be obtained for service users within budgetary resources of the Service. Approving necessary and appropriate short term budget expenditure in emergency situations.

8. To plan quickly, efficiently, and effectively, involving carers as partners in the decisions made in respect of clients, facilitating appropriate resources where necessary to enable children and adult service users to remain with their own families or within their own homes.

9. During overnight shifts the post holder will make important decisions on behalf of the 6 Local Authorities as the only officer representing the authorities at the time. Liaise with the on-call manager in complex cases. Ensuring that any child death or serious incident is reported to the Duty Team Manager/senior management and providing the social care input to the Rapid Response team in conjunction with Police, as necessary and appropriate.

10. Responsible for maintaining a high level of recording and report writing, using management information systems in accordance with departmental policies and procedures, ensuring that records are completed to a consistently high standard and that all incidents are properly and accurately recorded and reported.

11. Responsible for ensuring that all EDS reports and written work presents information as required in the EDS and Pan Berkshire practice, performance, and legislative framework.

12. You will be required to have full access to all information management systems for all 6 Local Authorities of Berkshire and the relevant systems including the Berkshire Health Foundation Trust systems as per the EDS contract and service specification.

13. The post holder will comply with departmental supervision requirements and is required to maintain professional standards of practice and to work in accordance with the Departmental vision, values, procedures, and managerial guidance.

14. Participate in Reflective Practice monthly group sessions, with a focus on establishing and achieving a performance driven culture, improved outcomes for service users, effective partnership working and use of resources and ensuring that any Key Performance Indicators agreed are measurable in developing an accountable and transparent service delivery.

15. The post holder will undertake appropriate training and maintain knowledge of changes to departmental policies and procedures, legislation, and regulations and of developments in professional practice

16. As a senior social worker, you will contribute to the development of policies and procedures relating to the work of children and young people and participate on relevant multi agency working parties when required.

17. The senior Social Worker will work effectively across the service and being prepared to work flexibly and support colleagues in the EDS establishment when required, this will include:

- Contribute to audits of practice and learning through quality assurance.
- Contribute to the needs of the service and development of action plans.
- Contribute to effective team working and to service development and to work with management to identify improvements that could be introduced to enhance the efficiency and effectiveness of the team and organisation
- Any other duties and responsibilities as deemed necessary by management.

18. All staff are expected to act in the role of an Appropriate Adult as set out in the Police and Criminal Evidence Act.

19. To promote Equal Opportunities and anti-discriminatory practice in all areas of work within and outside the Council, in line with legislation and Council policy.

20. To comply with all Service Administration procedures and policies such as sickness reporting, rota requirements, and all performance management processes.

Scope of role

Commitment to the Council's Equal Opportunities policy at all times.

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

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Person specification

Key criteria	Essential	Desirable
Skills and qualifications	➢ CQSW or Diploma / Degree in Social Work ➢ Registered with Social Work England as a Social Worker ➢ Specialist relevant experience in crisis intervention and front- line services; with at least three years' experience.	
Competence summary (Knowledge, abilities, skills, experience)	➢ To have a thorough working knowledge of the Children Act (1989 & 2004) and the Children and Adoption Act (2002) and Government Legislation and Directives related to the work with children, young people and their families plus a range of various treatment approaches ➢ Extensive experience of undertaking complex section 47 Enquiries ➢ Knowledge of legislation and policy underpinning all areas of social care ➢ Experience of a wide range of social work responsibilities across the disciplines of social care ➢ Working knowledge and understanding of MHA, MCA and Care Act. ➢ To understand and demonstrate Social Care core values ➢ To fulfil the requirement for continuing registration with Social Work England ➢ Experience of managing complex cases including safeguarding concerns and implementing a range of interventions ➢ To operate within Departmental stated Principles, Policies and Guidelines including Equal Opportunities, Health and Safety and Complaints Procedures. ➢ Promote positive approaches to diversity and identify in your area of responsibility providing challenge as required to ensure anti-oppressive/anti discriminatory practice in the service. ➢ Good communication skills both written and verbal	

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	➢ Good assessment & negotiation skills ➢ Comprehensive understanding of the roles of different agencies and how they work together within a statutory child-care framework ➢ Ability to collect complex information where it has been drawn from multiple sources and may be conflicting or incomplete which will lead to an informed decision on referrals ➢ Ability to develop and use a structure approach to gather and record information about the child/young person and family's contact with services and interpret that in the context of possible safeguarding need ➢ Understanding of and commitment to the principles of participatory practice with vulnerable adults and children ➢ Demonstrate awareness / understanding of equal opportunities and other peoples behavioural, physical, and social and welfare needs. ➢ Supports the "requirement to listen to children and young people, ensuring their views are heard and acted upon appropriately" ➢ Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.
Work-related Personal Requirements	➢ The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment. ➢ Proactive ➢ Self-motivated ➢ Ability to work under pressure in high stress environment ➢ Ability to work as part of a team or as a lone worker ➢ Integrity ➢ Emotional intelligence ➢ A solution focused/problem solving approach

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Other work requirements	A satisfactory enhanced Disclosure & Barring Service check. This post is exempt from the Rehabilitation of Offenders Act 1974 The ability to converse easily in spoken English, explain complex or technical information to members of the public and respond effectively to detailed or complex questions for an extended period of time.
Role models and demonstrates the Council's values and behaviours	Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities. We make our values real by demonstrating them in how we behave every day.

All staff should hold a duty and commitment to observing the Council's Equality and Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality and Diversity legislation and Council policies/procedures.

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