



Role Profile					
Job Title	Officer: Children's Social Worker	Job No. (Office Use)		Grade (Office Use)	6
Business Unit	Services to our Community				
Team	Children & Family Services				
Reports to (Job Title)	Senior Officer: Children & Family Services Manager				
Location	Carn Gwaval Wellbeing Centre	Shift Pattern	As required		
DBS check required	Yes				

Job Purpose	<p>The post holder will support the Services to our Community team to ensure that delivery of an integrated, evidenced based wellbeing offer that promotes the welfare and resilience of the community and protects the vulnerable from harm. The post holder will contribute to a multi disciplinary team that delivers positive outcomes in the lives of service users.</p> <p>This is challenging role requiring a broad experience of working with children, young people and their families, with strong skills in communication, practice, research and knowledge.</p> <p>The role is vital in ensuring that CSC services are child centred in their delivery and valued by the people who receive services, ensuring that these are carried out effectively, appropriately and in line with policy, best practice guidance, legislation and within resources.</p> <p>As the CIOS is a very small LA links are maintained with our neighbouring authority in Cornwall in respect of the Children's Safeguarding Partnership, commissioning of Adoption and Fostering Services, clinical supervision and Quality Assurance.</p> <p>The post holder will ensure that effective links are maintained and utilised in order to prevent professional isolation and to ensure children and young people are safe and well protected.</p>
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<p>Autonomy and Accountability</p>	<p>The post holder will be expected to manage a cases load working across a wide variety of thresholds including Early Help, Children with SEND, children in need, child protection, legal cases and looked after children as required. This can be a challenging environment where precedents are often limited.</p> <p>The post holder will ensure that case records are up to date, professional and analytical. Ensure that lessons are learned and implemented from Quality Assurance, File audits, supervision and service user feedback.</p> <p>The post holder will ensure timely responses in line with legislation which are appropriate to the level of identified risk/need.</p> <p>The post holder will be responsible for implementing and promoting CIOS policies and procedures.</p> <p>The post holder is required to have commitment to developing their own skills and maintaining and developing a range of resources and direct work methods for their team.</p> <p>Due to the nature of working in such an isolated community the post holder will need to offer additional resources and skills not available from other professionals.</p>
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<p>Relationships and Communications</p>	<p>Strong skills in communicating with service users, their families and carers.</p> <p>Strong skills in working in partnership with children, young people and their families to initiate positive change</p> <p>Strong skills in chairing and coordination meetings where there is appropriate, effective information sharing, planning and review.</p> <p>Ability to promote a multi agency partnership approach to working with children, young people and their families</p> <p>Contribution to meaningful engagement with partner agencies, including professional challenge in a variety of settings including training, multi agency forum, meetings and casework.</p> <p>Ability to work with a wide range of agencies to achieve good outcomes for service users.</p> <p>Ability to be an advocate for service users.</p>
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	<p>Ability to engage the community in recognising and reporting signs and symptoms of abuse and exploitation of vulnerable children and adults.</p> <p>Ability to provide evidence based work to regulatory bodies, courts and serious case investigations.</p>
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<p>Management of Resources</p>	<p>Ensure the appropriate use and management of the client data base, with up to date, professional recording.</p> <p>Appropriate use of commissioned and voluntary services from a range of providers.</p> <p>To provide supervision, advice and support to non social work qualified staff within the partnership</p>
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<p>Working Conditions and Demands</p>	<p>The post holder will require resilience, confidence and self motivation to work in isolation and at times alone, at times with resistant and hard to reach families.</p> <p>The post holder will exercise statutory duties and functions and will work with children, young people and families in accordance with the threshold of need, on occasions without the consent or wish of the service user or carer.</p> <p>The post holder will be expected to provide an out of hours service shared with the Children’s Social Care Manager. This can restrict the activities and lifestyle of the post holder at times when they are on duty. The post holder will be required to work alone in line with the lone working policy and risk assessments. The post holder must uphold their professional reputation in the community at all times.</p> <p>Service users may be emotionally distressed at time and there is a potential risk of verbal and physical abuse. The post holder will be required to visit service users in their own homes.</p> <p>There is a requirement to travel between the islands and on occasion to the mainland in order to provide the service. The post holder will need to be able to travel by air, boat and have the ability to negotiate steep steps, quays, harbours and complete visits on off islands without the aid of ground transport.</p>
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<p>Experience, Knowledge and Qualifications</p>	<p>Essential</p> <p>Hold a recognised relevant professional social work qualification and either be HCPC registered or able to achieve HCPC registration upon appointment</p> <p>Thorough and up to date understanding of the legislative, procedural and research base underpinning social work with children and families.</p> <p>At least two years post qualifying experience, extensive knowledge and experience of issues in relation to the protection of children, current developments affecting the provision of children’s services including the political and social policy context.</p> <p>An ability to apply legislation, research and policy to the practice of social work with children and families.</p> <p>A commitment to achieving excellent outcomes for children, young people and their families with a commitment to Early Help and support.</p> <p>Proven track record in supporting and working with families to promote and sustain change using a strengths based approach and specifically in Signs of Safety.</p> <p>Excellent written skills with an ability to prepare professional reports which clearly articulate and evidence issues for children and young people.</p> <p>Experience of working with children with additional needs, children in need, and in child protection and legal proceedings.</p> <p>Proven track record of working collaboratively in a multi agency environment and appropriate information governance.</p> <p>Ability to formulate and review plans and work within required timescales.</p> <p>Ability to demonstrate emotional resilience, flexibility, professional reflection and adaptability.</p> <p>Competent use of IT and client data base.</p> <p>Demonstration of commitment to continuing professional development and learning</p> <p>Desired</p> <p>Post qualifying award</p> <p>Experience of supervision of staff.</p>
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	<p>Experience of group work and parenting programmes.</p> <p>Experience of VIG</p> <p>Experience of working in Trauma Informed environments and primary mental health</p>
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<p>Corporate Standards</p>	<p>In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.</p> <p>Act at all times in accordance with appropriate legislation, regulations, codes of practice and the Council's constitution, policies and procedures.</p> <p>Work with the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures.</p> <p>Undertake all duties with due regard to the corporate equalities policy and relevant legislation</p> <ul style="list-style-type: none"> •
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