

Role Profile



SWINDON
BOROUGH COUNCIL

Job Title: Advanced Social Worker	Role Profile Number: SBC_11714
Level: CFL 11	Date Prepared: Feb 2024
Directorate/Group: Children's Services	Reporting to: Assistant/Team Manager
Structure Chart attached:	No

Job Purpose

Practitioners working in line with the Advanced Level of the BASW Professional Capabilities Framework (PCF) are expected to provide and uphold standards practice and professional leadership through the development of evidence-informed practice, quality assurance, staff development, knowledge development and management, and will also help to influence and contribute to strategic development in the organisation.

To hold a smaller than average caseload to ensure you can provide leadership and supervision to colleagues within your team, supporting the Team Manager/Assistant Team Manager (where applicable) with day to day operations and contributing to an effective and efficient team and Service

The role purpose is to champion high professional social work standards by encouraging and supporting opportunities for reflection, learning and critical challenge.

You will deliver on the job training, mentoring to alternatively qualified staff, ASYE, students and less qualified Social Work staff in the council.

Key Accountabilities

- To work independently to hold and effectively manage a more complex and multi-faceted caseload, but less than an average workload, and ensuring appropriate levels of responsibility commensurate with the individual's knowledge and skills
- Work directly with children, young people and Families, involving all key family members and prioritising children and young people's safety. Work using a variety of interventions focusing in the main with the practice tools of the Family safeguarding model methodology which works to promote collaborative approaches with families to empower them to find solutions whilst ensuring working within policies, procedures of Children Services and regulatory standards

- Carry out meaningful and in-depth ongoing assessments of social need and risk/harm to children with particular focus on parental capacity and parent's ability to change
- Recognize harm and risk indicators of different forms of harm for children relating to physical, sexual, emotional harm as well as neglect. Consider the possibility of exploitation in all forms including on line which pose a risk to children, recognizing too the potential for children to be perpetrators of abuse
Provide reflective and research-based supervision to those you supervise and mentor
- Manage and resolve complex and high-risk situations using negotiations and diplomacy, involving individuals, their families, or staff groups, seeking support from manager(s) when required.
- Take a lead role in promoting safeguarding within the team in line with Swindon policy and procedures for safeguarding
- Promote, develop and model high quality social work practice including working within statutory responsibilities. Role modelling evidence based practice and exemplify professional standards required.
- Represent the council and / or lead in multi-disciplinary working with health, police and other partner organizations, working collaboratively to ensure effective communication, information sharing and to support effective and timely decision-making processes
- Provide professional and operational support and advice to colleagues including students, alternatively qualified and less qualified social workers, management on a broad range of issues relevant to social work which could be contentious and challenging in nature, and to aid the development of skills, knowledge and experience and addressing performance issues.
- Supervise and appraise social workers in line with the Post Qualifying Standards for Social Work Supervisors to influence and improve service delivery.
- Contribute to and participate in development of best practice in social work in conjunction with the Principal Social Worker and wider senior management colleagues,
- Operate within defined budgetary and financial policy and process for social care staff
- Participate fully in Performance Management reviews, working closely with the leadership team to monitor, analyse and improve team performance and contribute to creating a high-quality service
- Chair a range of level of need/ harm professional multi-agency/disciplinary meetings to ensure fair, consistent and effective practice is in place to ensure progression of plans
- Support qualified staff in attending Child Protection Conferences and Statutory reviews as well as Court when appropriate to do so

Supplementary Accountabilities

- Promote equality and diversity best practice in all areas of work and treat everyone with fairness and dignity whilst demonstrating the commitment to anti-discriminatory and oppressive practice
- Ability to use and contribute to supervision / team meetings to promote your own and team development, skills and learning.
- Recognise health and safety is a responsibility of every employee. Take reasonable care of self and others and comply with the Council's Health and Safety policy and any service-specific procedures/rules that apply to this
- Ensure conduct and behavior is exemplary at all times
- Swindon Borough Council have teams in various locations across the town. You could be required to work from a different team or location if the business requires you to do so.

Safeguarding

For all roles within Children's Social Care. All children have the right to grow up safe from harm and the Children Act 1989, and 2004 place duties on all agencies to promote and safeguard the welfare of children in need and at risk in their local area. A child is defined within the Children Act 1989, as anyone who has not yet reached their 18th birthday. The Swindon Safer Partnership (SSP) has produced levels of need guidance 2024 which is aimed at every agency, statutory, voluntary, private and independent which works directly or indirectly with children, young people and families. The purpose of this guidance is to help agencies identify a child's degree of need and respond appropriately. The levels of need document include: The assessment framework to determine and decide when a child should be referred to the local authority children's service referral and assessment team for statutory services under: section 17, section 47, section 31 and section 20 (Working Together 2023).

Knowledge & Experience

- Significant relevant professional experience post qualification in a similar work environment including proven assessment and investigation skills, of working effectively with children, young people and Families and can demonstrate positive impact, using safe practice techniques to promote and achieve good outcomes.
- Experience of multi-disciplinary working with all partners and chairing formal multi- disciplinary meetings. Experience of supporting colleagues in this specialism of work.
- Experience of undertaking assessments and writing court reports and presenting evidence in court. Experience of supporting colleagues in this specialism.
- Proven knowledge and application in assessing and managing higher levels of risk that involve multi-agency input, complex family dynamics, serious hostility and conflicts of interest in either Children's or Adults services.
- Expert knowledge of relevant policy, systems, work practices, professional guidelines, legislation and a good understanding of emerging developments in the area of specialism.
- Able to communicate effectively with people at all levels with positive and person-centered approaches, including via written reports.
- Evidence of professional development including contributing to the development and learning of others individually and as part of a team.
- Significant experience of working in partnership with service users, other professionals and agencies and awareness of the issues involved.
- Experience of supporting people through change; developing and implementing practice, policy and other changes.
- Experience of supervision, appraisal and professional development of staff.
- Excellent IT skills, able to use Word, Excel, E-mail and relevant Care Management Data Bases, be able to access and coach others to record information digitally and to promote use of self-help via digital platforms.
- Planning and workload management skills.
- Model effective engagement with a wide range of people in challenging situations, and support

others to develop and maintain effective engagement, including in situations of hostility and risk

- Proven ability to deliver training, accurate record keeping and report writing.
- Excellent presentation and training skills.
- Proven organizational skills, including the ability to work under pressure, prioritise your caseload and meet deadlines.
- Experience in audit and / or engagement in research.
- Experience in monitoring financial spend.
- You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act - for the effective performance of an individual-facing role).

Qualifications

- Qualified Social Worker, Degree in relevant profession with evidence of post qualifying learning and development.
- Social Work England registered.
- Post graduate qualification in a relevant area, e.g. Practice Educator or Best Interests Assessor or Approved Mental Health Professional.
- Evidence of or commitment to Coaching, Mentoring, Leadership or Manager training / qualifications.

Decision Making

- Able to demonstrate independent critical judgement, to problem solve in complex and unpredictable situations and to effectively manage conflict.
- Decisions lead to the setting of working standards and important procedures for the service area which have an impact across the organisation.
- Negotiation showing tact and diplomacy to deal with conflicting requirements or opinions and the ability to make decisions on the most appropriate action to reach an acceptable conclusion.
- Use knowledge from a variety of sources to hypothesize and make complex judgements in uncertain and ambiguous situations, supporting and challenging others to do the same
- Support and encourage professional decision-making in others. Identify when more strategic/expert advice or decision-making is needed
- Make business decisions based on up to date specialist knowledge and analysis.
- Contribute to developing council strategy within the service area.
- Conduct statutory and / or complex / specialist assessments of individuals' circumstances and issues to determine intervention / referral to the appropriate service.
- Work closely with others to clarify changing service requirements. Identify, recommend and support the development and delivery of improvements in processes and procedures.
- Provide financial advice to support service provision and/or individuals.
- Leads on complicated multi-agency working to inform assessment and care planning in order to make a positive difference to clients and families in complex situations.

- Support parents or carers regarding issues which including complex problems.
- Contacts will include: colleagues, senior managers, partners, Individuals, members of the public, and stakeholders.

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name:
Date:	