



Role Profile

Job Title: Newly Qualified Social Worker (ASYE)	Role Profile Number: SBC_12039
Career Family Level: CFL8	Date Prepared: February 2024
Directorate Children's Services	Reporting to: Team manager / Assistant Team Manager
Structure Chart Attached: No	

Job Purpose

To uphold standards of practice for social workers as defined by Social Work England (SWE) and in accordance with the BASW Professional Capabilities Framework for Social Workers.

Working across a range of cases with a workload that will increase in line with your development which will be regularly assessed.

Co-working and leading on Child Protection cases with support, and working with Children in need and We look after, that require extensive and skilled assessments and interventions that are purposeful, timely and of high quality.

Working collaboratively with experienced social workers, and work with both internal and external professionals to ensure a multi-disciplinary approach in your practice.

Managing and promoting the Child's best interests through evidence based, outcome planning via care proceedings, care planning, child protection planning or child in need planning.

Facilitating the participation of parents, children and young people and undertaking direct work with children and their families, ensuring the voice of the child is heard throughout

*To ensure appropriate professional standards and good overall knowledge of relevant legislation, regulation and practice methods, the ASYE programme gives newly qualified social workers extra support during their first year of employment and aims to develop their skills, knowledge and professional confidence to complete the role above.

Professional Capabilities Framework

By the end of last placement/ the completion of qualifying programmes, newly qualified social workers:

- should have demonstrated the Knowledge, Skills and Behaviours to work with a range of user groups, and the ability to undertake a range of tasks at a foundation level, the capacity to work with more complex situations; they should be able to work more autonomously, whilst recognising that the final decision will still rest with their supervisor; they will seek appropriate support and supervision.

By the end of the ASYE the social worker;

- should have consistently demonstrated practice in a wider range of tasks and roles, and have become more effective in their interventions, thus building their own confidence, and earning the confidence of others.
- They will have more experience and skills in relation to a particular setting and user group, and have demonstrated ability to work effectively on more complex situations. They will seek support in supervision appropriately, whilst starting to exercise initiative and evaluate their own practice.

Key Accountabilities

- To provide statutory support to allocated social work cases within your area of accountability and relevant to your experience which may include providing information and advice, carrying out assessments, support planning and safeguarding.
- Engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and identify action that may be purposeful to safeguard children or promote better outcomes for children, young people and their Families
- Work with multi-agency partners and internal colleagues in the pursuit of excellent outcomes for children in need or protection.
- Build productive working relationships and communicate effectively with clients and colleagues. Using professional judgement, employ appropriate interventions, promoting self-determination, support, protection and positive change.
- Make proactive use of supervision to reflect critically on practice, explore different approaches to work, support development and understand the boundaries of professional accountability. Ensure supervisor is kept fully apprised of problems arising from casework and workload, seeking advice when necessary.
- Complete to a high standard and within in agreed timescales, relevant reports whilst ensuring all records are accurate and kept up to date
- Practitioners working in line with the Newly Qualified Social Worker (ASYE) level of the Professional Capabilities Framework (PCF) are expected to practice effectively, exercising appropriate judgements, in situations of increasing complexity, risk, uncertainty and challenge.
- To work within procedure and policy and ensure all work on behalf of the Council is in line with current and relevant legislation and guidance.
- Through growing understanding, they expect and anticipate, but do not pre-judge,

the issues that may develop. They have greater confidence and independence (whilst accessing support when needed), and use their initiative to broaden their repertoire of responses; they have expertise in one or more areas of practice, are familiar with local resource networks and are recognised by peers as a source of reliable knowledge and advice.

- Recognise how the development of community resources, groups and networks enhance outcomes for individuals and the role of social work in promoting this.
- Share information consistently in ways that meet legal, ethical and stakeholder requirements.
- Put individuals, children, families and / or communities at the heart of care and wellbeing; and in doing so strengthen relationships between members of that community and build social capital.

Continuous Professional Development

- Use supervision to reflect on cases and own skill development as well as ethics, values and behaviors.
- Keep up to date with contemporary issues in social work, including legislation and evidence-based practice, and use this to inform working practice.
- Identify own individual learning needs in line with the requirements of the ASYE and Social work England and attend relevant training and development opportunities.
- Promote equality as an integral part of the role and treat everyone with fairness and dignity.
- 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 role.
- Carry out any other duties, commensurate with the post, as may be required for the efficient running of the service

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 in 2024 has developed the levels of need guidance 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 threshold document includes: The assessment framework to determine and decide when a case 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 and Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Knowledge of relevant legislation, regulations, guidance and policies, and the ability to work within them to support the needs of clients.
- Knowledge and understanding of the frameworks for assessments in areas of specialty (Adults / Children's services).
- Contemporary knowledge of social work applications, i.e. attachment theory, enabling change, behaviour and behaviour management.
- Well-developed interpersonal skills and ability to effectively communicate with people in a variety of ways and levels
- Good IT skills
- Proven ability to work effectively as part of a team
- Ability to write appropriate reports and keep documents up to date.
- Ability to adapt and cope with a changing environment and support colleagues in these circumstances.
- Clear personal values in line with those of the Council

Qualifications

- Qualified Social Worker, Degree in relevant profession
- Social Work England registered

Decision Making

Decisions are made under the supervision of someone more experienced during the ASYE period, with a view that by the end of that year they can:

- Make evidenced based decisions and utilise a wide range of relevant information. Make appropriate decisions where advice is not readily available
- Assess the options and take appropriate action, where only general guidelines exist
- Make appropriate decisions to ensure outcomes are achieved which serve the best needs of individuals and as a consequence can result in improved services
- Understand the consequences of the decisions will have a material effect on the service
- Conduct assessments of individuals' circumstances and issues to determine intervention or referral to the appropriate service
- Ensure appropriate support/care plans are developed and that considerations are made to the cost effectiveness of these plans

Creativity and Innovation

- Suggest innovative developments to service in line with Council and Regulatory needs and identify the potential for doing things differently
- Develop communication and connectivity in order to make better use of the resources, facilities, relationships and partnerships. Working in a collaborative manner with external and internal partners that interact with this role.

