



<b>Job Title:</b> Consultant Social Worker	<b>Role Profile Number:</b> P/A
<b>Grade: Q8 – Q9</b>	<b>Date Prepared:</b> July 2015
<b>Directorate/Group:</b> <b>Children and Families</b>	<b>Reporting to: Team Manager</b>
<b>Structure Chart attached:</b>	Yes

### The Consultant Social Worker

*The expert practitioner within and across teams. Utilised to support a team's social workers through offering reflective and evidence informed discussion's, mentoring sessions to contribute to the knowledge and excellence both internally and externally.*

### Job Purpose

This role provides an opportunity to shape children's social work at management level while remaining 'hands-on' and will contribute to the development of service and practice within legislative and policy frameworks.

Working at the forefront of best practice, Consultant Social Workers role model high professional standards and have excellent overall knowledge of relevant legislation, regulation and practice methods. They display excellent behaviours and provide advice, guidance and support to newly qualified and less experienced staff to help them develop their professional skills, knowledge and experience.

Consultant social Workers will work with families where there are high levels of risk and complexity and will work across networks, communities and agencies.

The post holder will demonstrate professional commitment by taking responsibility for their conduct, practice and learning, with support through supervision. As a representative of the social work profession they safeguard its reputation and are accountable to the professional regulator.

The role profile builds on and supplements the core role profile for all children's social workers.

## **Key Accountabilities**

- Undertake assessments of needs, risks and options for children and young people with the most complex/high risk care needs and/or circumstances, in accordance with legislation requirements
- Undertake interviews, observation and gather information from children, families and other agencies.
- Analyse, summarise and evaluate this information to provide a holistic assessment of need Assess and balance risk and protective factors within a child protection framework
- To provide written and verbal reports which are concise, informative and based on analysis of
- complex evidence
- Chair, review, planning, case conference meetings as appropriate and reassess cases. Adapt
- interventions accordingly.
- To make a key contribution towards developing policies and procedures for the service area.
- Responsibility for the development, supervision and mentoring of newly qualified social workers, working closely with the Social Work Practice Development Officer to ensure that the development of
- NQSW's is undertaken in line with national guidance.
- Be instrumental in creating a learning environment for the team making best use of research and
- development opportunities.
- Manage the caseloads of newly qualified social workers, prioritising, allocating and reviewing tasks
- and responsibilities accordingly to ensure effective service delivery
- Lead, guide and direct newly qualified social workers to ensure work plans are in place and
- accountability taken by each worker for the cases held
- To be fully accountable for all work undertaken for children allocated to both the post holder and newly
- qualified social workers for which the post holder is responsible.
- To actively work with other Consultant Social Workers to maximise the positive impact on
- development of newly qualified staff.
- Provide focused and purposeful social work interventions with explicit aims and objectives about
- desired outcomes within the policies and procedures
- Hold case management responsibility for a caseload, develop appropriate packages or programmes of care, devise written plans for intervention and/or care for children and their
- families including child protection plans in line with child protection procedures Refer and provide information to senior managers as necessary
- Keep up to date and use research knowledge and findings of social learning theory and
- systematic approaches and statutory guidance to inform social work practice
- Promote constructive challenge, facilitate change and innovation to introduce new ways of working that enhance both your own and the practice of others.

## **Supplementary Accountabilities:**

- To use and promote an outcome focused approach to assessing impact and effectiveness of placements towards meeting a child's needs
- To meet with Social Workers and Placement Providers to assess the quality of provision
- To lead on promoting placement planning and permanence for children with complex needs
- To manage a range of projects involving review and evaluation of placements for children in care including;
  - Highest cost placements for children
  - Children placed at a distance from Swindon

- Children with disabilities
- Children age 0-10 in external placements
- Young people in supported accommodation with high support packages
- Children for who there is the potential for reunification home with creative support packages

## **Knowledge & Experience**

- Social workers understand psychological, social, cultural, spiritual and physical influences on people; human development throughout the life span and the legal framework for practice. They apply this knowledge in their work with individuals, families and communities. They know and use theories and methods of social work practice
- Proven knowledge and understanding of child development, parenting capacity, environmental factors, risk and protective factors.
- Significant previous experience of assessing complex situations and providing sound professional advice
- Knowledge of childcare legislation and statutory guidance
- Knowledge and understanding of a range of interventions and approaches to social work including signs of safety and solution focussed.
- Committed to the principles of social work – working with families
- Experience of identifying the needs of children and young people and establishing targeted planning to meet their needs.
- Practical experience producing in depth and analytical assessments for complex cases
- Experience of multi-disciplinary working with children and families and chairing formal multi-disciplinary meetings
- Experience of undertaking assessments and writing court reports and presenting evidence in court. Knowledge of child protection, looked after children, and associated child in need social work practice issues
- Contemporary knowledge of social work applications, i.e. attachment theory, enabling change, parenting and kinship assessments, behaviour and behaviour management.

## **Work-related Personal Qualities**

- Excellent interpersonal skills
- Ability to adapt and cope with a continuous changing environment and have the ability to provide support to colleagues
- Strong resilience and ability to manage pressure effectively, cope well with conflict and challenge
- Clear personal values

## **Other Work-related Requirements**

- Recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies - ensure these principles underpin practice. Understand the importance of using and contribution to case law and applying these rights in their own practice. Understand the effects of oppression, discrimination and poverty.
- Hold a current driving licence and be prepared to undertake occasional long car journeys and on

occasions transport children or clients.

- Flexible in the use of time and be prepared to work, sometimes, at times outside the normal working day.
- Able to attend meetings, and work at a variety of locations both within and outside Swindon.

### **Qualifications**

- Candidates must hold a Health and Care Professions Council (HCPC) recognised social work qualification, be HCPC registered and have evidence of continuing professional development pursuant to a specialist level of knowledge
- Practice Educators Award
- An advanced DBS check is required.

### **Decision Making**

- Critical advisory role in case management and in determining care packages Identifies and escalates team problems and risks
- Leads on complicated multi-agency working to inform assessment and care planning in order to make a positive difference to children and families in complex situations.

### **Creativity and Innovation**

- A need to understand that diversity characteristics shape human experience and it's critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender and transgender, faith and belief. Also appreciate that, as a consequence of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim, and are able to challenge appropriately.
- Dynamic, innovative, committed and passionate, with a comprehensive knowledge and skill-base to the challenge of working with vulnerable children and families.

### **Contacts and Relationships**

- Working closely with other highly skilled managers, social workers and professionals from other agencies, you will be supported and encouraged to apply theory and research in front-line practice, building on a strong track record of service delivery and innovation within the service.
- Clients, Managers, other professionals, front line staff, external agencies, other local authorities

<b><u>Job Scope</u></b>	<b>Budget Holder</b>	No
<b>Number and types of jobs managed</b> Supervision of NQSW's and Students Development/mentoring of Social Workers	<b>Responsibility</b>	.
<b>Typical tasks supervised/allocated to others</b>	<b>Asset Responsibility:</b>	

## **Values & Behaviours**

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision- making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law.

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, this means in our work we are:

### **Connected: We put Swindon and its people at the heart of everything we do.**

We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, "is what I am doing in the best interests of Swindon and its people,"?

### **Resilient: We are forward thinking and work smart**

We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

### **Brave: We respect and work together with our colleagues and customers to achieve success**

We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

**Other Key Features of the role** (working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury)

<b>Employee Signature:</b>	Print Name:
<b>Date:</b>	
<b>Line Managers Signature:</b>	Print Name::
<b>Date:</b>	