

Social Worker – Children’s – Level 2 & 3 Grade 10 and 11

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

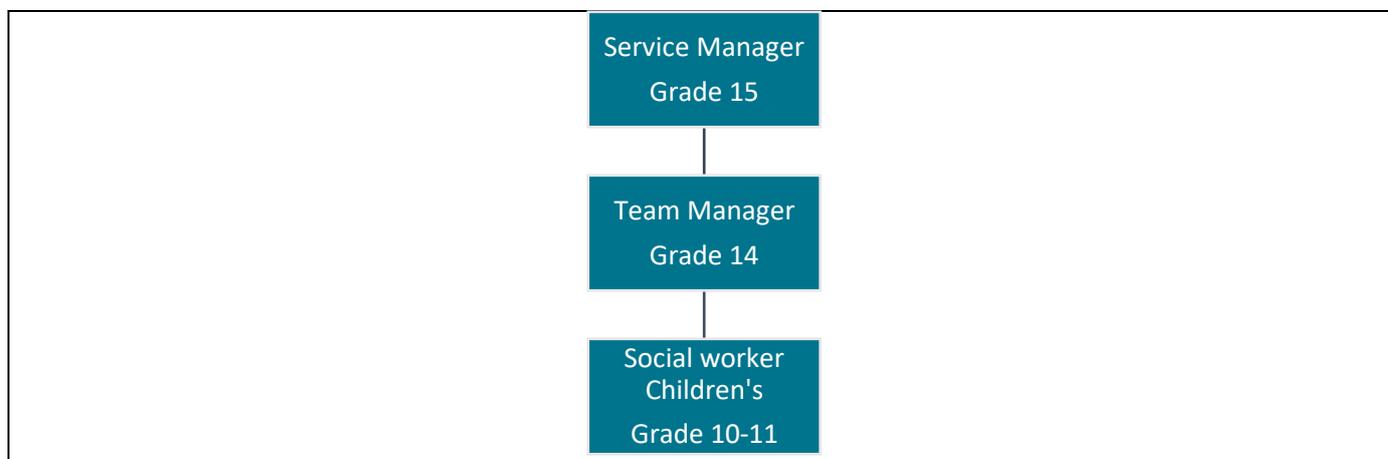
Social Workers provide an important and valued professional function working with some of the most vulnerable children and young people in society. Although legislation and policies surrounding the role change, the role remains one which puts children and young people at the centre ensuring the voice of the child is heard. Your professional expertise and approach will ensure individual needs and aspirations are supported at all times, the child’s voice is at the core of your approach, that risk is managed proportionately, and safeguarding is key. We recognise that Social Work is a challenging profession, and we value the work you do. Whichever team you work in, as a Social Worker in Kirklees, you can expect commitment to your personal and career development.

This role is based within [Children and Families](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Exercises professional judgement and uses appropriate social work methods and interventions, values, and knowledge base to work with children, young people and their carers to achieve the best possible outcomes for children and young people.
- Works within relevant legislation, government guidance and the council’s practice standards.
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience.
- Works effectively as part of a team and effectively with a range of agencies and professionals.
- Interventions are planned and reviewed in line with legal and procedural requirements.
- Adopts restorative approaches to practice.
- Provides verbal and written reports for case conferences and court as required.
- Works flexibly and embraces new ways of working.
- Maintains accurate and up to date case records.
- Makes effective use of supervision and contributes to the personal appraisal processes. Identifies and takes up opportunities for CPD.
- Positively engages with reflective supervision and puts learning into practice.
- Works within the Professional Capabilities Framework.
- Works within confidentiality and information sharing protocols.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Holds an SWE recognised Social Work qualification and is SWE registered.	Essential
Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.	Essential
Able to use social work methods to promote positive change, independence, and wellbeing in accordance with assessed need, demonstrating the voice of the child.	Essential
Work or placement experience of working with children, young people, and their carers.	Essential
Working knowledge of relevant legislation and ability to apply legislation to practice	Essential
Understanding of developments in Children's social care	Essential
Able to undertake high quality assessments and provide clear analysis, within set timescales	Essential
Able to transfer knowledge and skills into new situations	Essential
IT skills to support accurate and timely case recording	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Social Care - Children	Grading ID	65320/65330
Job ID	80102150	Last Updated	June 2022
Job Focus	Yes	Career Progression	Yes

Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	Yes
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	M Lunn		