

Social Worker – Level 2 & 3 – Grade 10 and 11

For jobs in Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering

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.

The Job

You will have an important role in the safeguarding and protection of vulnerable children and young people working with appropriate agencies and professionals to establish and implement appropriate protection plans.

Working within relevant legislation, government guidance and the council's practice standards you will carry out assessments and provide social work interventions using a child centred approach.

As part of your role you may be required to prepare for and participate in, planned work relating to court work within specified timescales.

You will ensure the needs and wishes of children are fully addressed in the assessment and planning process and that there is evidence of children and young people's participation.

You will share responsibility for planned interventions and service provision with partner agencies and work in partnership with families.

You will be expected, at all levels, to work as part of a team, in some cases teams may be multidisciplinary. As part of the team you will work on the duty rota when needed.

As a Social Worker you will have responsibility for managing your individual caseload, taking into account the needs of children and young people and ensuring effective use of time and resources. You will make full use of the council's IT systems and work within administrative and financial procedures including the maintenance of up to date records.

As your skills and experience develop you will be expected to work with greater autonomy and with more complex cases although support will be readily available where needed. You will also be expected to pass on your expertise via mentoring and support to colleagues and students.

Job Checklist

- 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.

Please click [here](#) to see your responsibilities related to safeguarding.

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

We understand that the job of a Social Worker is a challenging one requiring a range of skills and a sound knowledge base from which to practice. Confident, articulate, and professional you will have the energy and determination to succeed. We have set high expectations of ourselves to support good social work practice and expect you to perform at a consistently high standard.

You will be passionate and committed to making a difference to children and young people and enjoy the challenge this brings.

An excellent communicator with an empathetic approach you will be able to advocate for children and young people and form effective working relationships with other professionals. You understand the importance of clear and timely case recording.

A resilient individual who adopts flexible ways of working you will champion creative ways of working to achieve positive outcomes. Committed to your personal and career development, you recognise when you need support and engage proactively in reflective supervision.

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
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and role model the Council's Expectations of a New Council employee within the organisation.

This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

Person Checklist

- Social Work qualified and SWE registered.
- Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.
- Able to use social work methods to promote positive change, independence and wellbeing in accordance with assessed need, demonstrating the voice of the child.
- Work or placement experience of working with children, young people and their carers.
- Working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of developments in Children's social work
- Able to undertake high quality assessments and provide clear analysis, within set timescales.
- Able to transfer knowledge and skills into new situations
- IT skills to support accurate and timely case recording
- Accepts that an enhanced DBS check will be required.
- 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.

This Role 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 Recruitment Purposes: In order to be considered for this job please demonstrate how you meet the Person Checklist as detailed on the Job profile