

# Social Worker – Children’s – Level 1 - Newly Qualified - Grade 9

## 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.

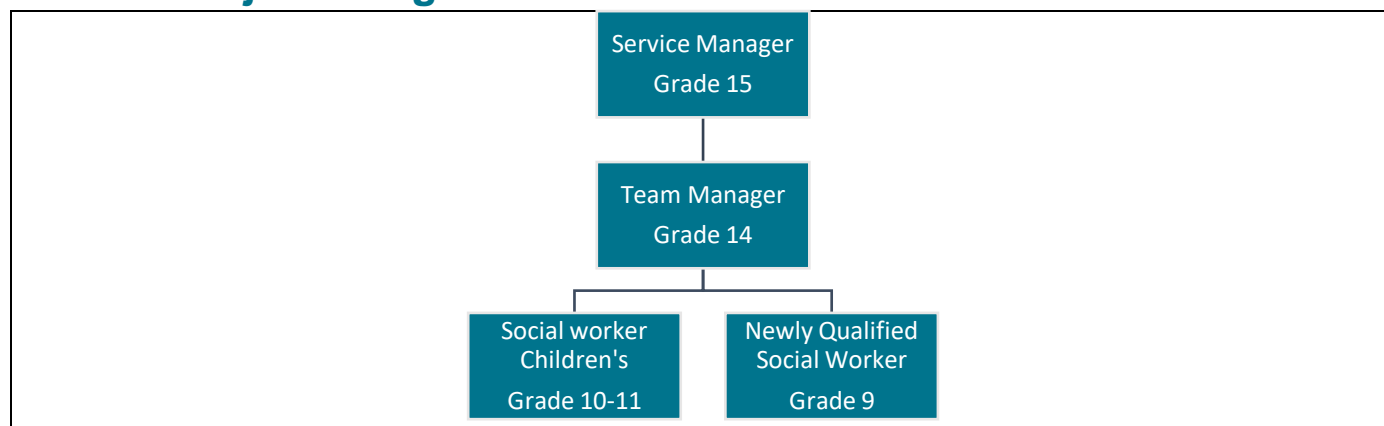
At Kirklees we recognise the transition from university into a social work role can be a challenge; we know how important the ASYE is to practitioners; our commitment is to build up throughout the year to a protected caseload supported through regular reflective supervision. We recognise the benefits of peer support so as well as the support of your manager and colleagues you will have a dedicated buddy and support from Advanced Practitioners and Legal Project Officers. We are committed to making sure you get the best broad experience in your first year to build strong foundations for your career in Kirklees. Our strong and well established links and teaching partnership with Huddersfield and York universities mean your practice development will have a strong academic element. We are committed to the development of the Social Work workforce and will provide you with opportunities to develop in your career based on your interests and passions.

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 within professional capabilities framework.
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience.
- Takes responsibility for continuous professional development.
- Makes full use of the council’s IT systems working within administrative and financial procedures.
- Takes responsibility for and maintains accurate and up to date case records.
- The voice of the child is reflected and evidenced throughout casework.
- Positively engages with reflective supervision and puts learning into practice.
- Participates in regular reviews of practice and development working with their manager to identify any areas for further development and actively seeks support.
- Adopts restorative approaches to practice.
- Works effectively as part of a team and effectively with a range of agencies and professionals.
- Works flexibly and embraces new ways of working.
- Works within confidentiality and information sharing protocols.

## Position of job in organisational structure



## Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Qualified and SWE registered Social Worker with work or placement experience in children's services.	Essential
Understanding of and ability to apply in practice legislation, guidance and regulations and research underpinning social work practice.	Essential
Ability to apply social work theory to practice	Essential
Understanding of the needs of vulnerable children, young people and their carers.	Essential
Commitment to continuous professional development and understanding and application of the Knowledge and Skills Statements (KSS)	Essential
Effective communication skills to support direct work with families and to evidence through casework and court reports	Essential
Effective IT skills to support accurate and timely case recording and report production.	Essential
The ability to work with professionals ensuring that where necessary, children have their needs safeguarded via child protection, PLO and/or other court processes	Essential
The ability to assess the needs of children and families and develop care plans to meet these needs.	Essential
The ability to work as part of a team.	Essential
Willingness to occasionally work unsocial hours to meet the needs of service users.	Essential
Accepts that if you do not successfully complete the ASYE your employment may be at risk.	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	65310
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		