

One Adoption West Yorkshire (hosted by Leeds City Council)

JOB DESCRIPTION

Directorate: Children and Families

Service Area: One Adoption West Yorkshire

Job Title: Senior Therapeutic Social Worker

Grade: PO3

Responsible To: Multidisciplinary Team Manager

Responsible For: The Senior Therapeutic Social Worker will provide consultations to managers, team members and social workers in other teams within OAWY

Conditions of Service: NJC Conditions apply

CORE VALUES, AMBITIONS AND GOALS

As a Council our Ambition is to be the best City Council in the UK

Our behaviours will be influenced by our values of;

- Working as a Team for Leeds
- Being Open, Honest & Trusted
- Working with Communities
- Treating People Fairly
- Spending Money Wisely

Children's Services Directorate

Our Vision

We want Leeds to be a Child Friendly City and are committed to ensuring that children and young people;

- are safe from harm
- do well at school and are ready for work
- choose healthy lifestyles
- have fun growing up, and
- are active citizens who feel they have voice and influence

Our goals

We believe that every employee can make a contribution to make our vision a reality and we encouraged everyone to work as part of the directorate team to shape children and family centred local services based on our priorities of ;

- helping children to live in safe and supportive families
- ensuring that we protect the most vulnerable
- encouraging activity and healthy eating
- improving support where there are additional health needs
- promoting sexual health

- readiness for school
- improving behaviour, attendance and achievement
- reducing the numbers of young people who are not in employment, education or training
- providing opportunities for play, leisure, culture and sporting opportunities
- reducing youth crime and anti-social behaviour
- increasing participation, voice and influence

Job Purpose:

Under the general direction of a Team Manager to provide a high quality and comprehensive therapeutic social work service to children, their families and carers in accordance with the organisational needs, policy and practices of One Adoption West Yorkshire and within statutory guidelines.

As part of the multidisciplinary team and in partnership with OAWY and partner agencies improve and develop current and future services and policies; promote implementation of assessment and quality framework and evidenced based practice and contribute to the development of capacity within OAWY and partner agencies.

The post holder must at all times carry out his/her responsibilities within the OAWY's Policies and Procedures, in particular the OAWY Policies on Equality and Diversity, Health and Safety, and also within the Health & Care Professions Council (HCPC) Code of Practice.

This is an experienced Senior Social Worker role with specific responsibilities for managing a caseload of higher levels of complexity, which will include assessment and management of risk within the context of therapeutic need, and to provide specific casework advice, support and guidance to multi agency colleagues in relation to the interface between safeguarding and therapeutic work.

Core Responsibilities:

- To carry a caseload of complex cases and undertake assessment of therapeutic need of child/ren / young people, and their parents/carers. Using a child focused approach in accordance with agreed statutory and directorate procedures.
- To provide consultation, advice, support and guidance on cases to staff within OAWY and partner agencies and to parents.
- On the basis of assessed needs and risks and, using a child and trauma focused approach, devise and implement service and support plans which correspond to the assessed needs of child/ren / young people, their families and carers in line with procedures.
- Responsible for analysing information to support the on-going needs of child/ren / young people, their families and carers.
- To monitor and contribute to the review of plans relating to the assessed needs of service users, their families and carers in accordance with directorate procedures.
- To use a safeguarding framework, to make enquiries, investigate and manage risks where children have experienced or likely to experience significant harm.
- Provide written and verbal reports which are concise, informative and based on analysis of complex evidence.
- Maintain and update case notes and other records and write reports as required.
- Work directly with children and young people to ensure that assessments and interventions are informed by their views.
- Use management information systems, keeping them up to date and able to provide concise and accurate information about circumstances and plans within the requirements of data protection.
- Be compliant with relevant governance, policy and procedures.
- Develop and maintain effective working relationships with other professionals within the directorate and partner agencies to ensure integrated, holistic and multidisciplinary approach to the care management and safeguarding of service users.

- Contribute to the promotion of improved outcomes for individuals, families, carers and groups from diverse and disadvantaged communities.
- Be responsible for understanding and applying all relevant practice standards, policies and procedures. Maintain an awareness of related theories and legislation. Disseminate knowledge and contribute to the delivery of a high standard of service.
- Responsible for planning and negotiating a range of appropriate services and interventions that meet the needs of service users within delegated levels of responsibility.
- Assist in the planning and developing of future services and policies, promote innovative ways of developing evidenced based practice and contribute to the development of capacity within the community.
- Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required.
- Under the direction of the Team Manager undertake specific pieces of work in relation to customer feedback, representations, complaints, multi-agency projects or service developments and make recommendations or actions plans to implement these to improve service delivery.
- Appropriately participate in meetings and relevant forums and convene and chair multi agency meetings in line with procedures.
- Organise work activities taking account of the need to prioritise tasks and responsibilities ensuring statutory legislation and service priorities are met.
- To work to and within the prescribed Professional Capabilities Framework
- Work to the prescribed standards for service provision and maintain performance and develop practice and experience in line with personal targets as agreed with line manager through supervision and appraisal.
- Participate in training and development activities that ensure up to date knowledge, skills, and continuous professional development.
- To supervise students and contribute to the preparation of practice learning settings for student placements, ensuring induction programmes are provided and continuously monitor learning setting and opportunities provided.
- To comply with the requirements of all Leeds City Council and Directorate policies and procedures and staff instructions, including responsibilities under Health and Safety policy and procedures
- To actively promote and support Leeds City Council's and Directorate policies on Equality and Diversity.
- To undertake any other duties and responsibilities appropriate to the grade and purpose of the job as may be determined by the directorate.

Qualifications: Appropriate professional qualification (BSc, BA, MA, DipSW, CQSW or equivalent) Registration with the Health & Care Professions Council (HCPC) upon commencement of the post and maintain yearly registration. Practice Educator Level 2 on appointment.

SPECIAL CONDITIONS This post is subject to an Enhanced Level Check with the Disclosure and Barring Service (DBS). This post is subject to a higher level check with the Disclosure and Barring Service. In discharging its function under the Local Authority Social Services Act 1970, the Directorate is covered by the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975) and any applicant is obliged to disclose ALL convictions and cautions, no matter how long ago they occurred and regardless of whether the offences were committed as an adult or a juvenile.

Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

PERSONAL SPECIFICATION ESSENTIAL REQUIREMENTS: It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements.

Method of Assessment will be through one or more of the following Application Form, Test, Interview or Certificate.

Skills required

1. Able to effectively plan, manage, prioritise and evaluate work with service users.
2. Ability to plan, prioritise and time manage a complex workload.
3. A high level of effective written and verbal communication and the ability to pass information accurately and concisely with a range of partners and services users, carers and colleagues.
4. Able to overcome resistance and to exercise assertiveness in appropriate situations when working with individuals, families, carers and other agencies.
5. Ability to negotiate, challenge and manage conflict.
6. To innovate and problem solve with the ability to identify appropriate social work and therapeutic interventions in order to promote positive change and child and adolescent mental health.
7. Ability to devise, implement, review and evaluate services and therapeutic plans.
8. Ability to assess the needs of and work with individuals and groups using a person centred approach and/or systemically in complex cases.
9. Ability to exercise individual judgement and to seek and provide consultation where and when necessary.
10. Ability to negotiate the interface between safeguarding and the provision of therapeutic work for children and families/carers.
11. Ability to be flexible, creative and use own initiative.
12. Ability to maintain accurate service user records, assessments and follow policy and procedure.
13. Able to record, evidence and communicate using technology.
14. Able to exercise individual judgement, assess risk and consult where and when appropriate.
15. Ability to chair multi agency and other meetings and represent the Council in a professional capacity.
16. Able to develop self and others including mentoring, supervision, providing consultation and development of student placements to social work staff.
17. Able to lead and motivate staff.

Knowledge required

1. Appropriate social work professional qualification (BSc, BA, MA, DipSW, CQSW, or equivalent)
2. Registration with the Health & Care Professions Council (HCPC)
3. Practice Educator Level 2.
4. Recent relevant professional development.
5. Knowledge and understanding of the legislative framework appropriate to the needs of service users from a wide range of backgrounds.
6. Knowledge and awareness of mental health issues with particular reference to child and adolescent mental health.
7. Knowledge of evidence based practice in relation to therapeutic interventions.
8. Understanding of the roles and responsibilities of statutory and voluntary agencies.
9. Basic awareness of IT systems including Microsoft Office, Internet and Email.
10. Of current, trends, policies, legislation and regulatory bodies in relation to vulnerable people within a social care setting.
11. Demonstrate an understanding of the importance of confidentiality and the needs and wishes of individuals, families and carers as appropriate.
12. Demonstrate an awareness of needs and safeguarding issues associated with vulnerable people.
13. Demonstrate an understanding of diversity issues within local communities.
14. A good understanding of the challenges of working within a multi-agency environment.
15. Ability to work and engage with children and young people and use their views to inform assessments, plans and interventions.

Experience required

1. Experience of working within a Social Care environment
 2. Experience of working with children/families in at least one therapeutic modality to promote emotional wellbeing.
 3. Experience of working in a multi-agency setting
 4. Demonstrate creativity in tackling and solving problems
 5. Of working within and implementing a person centred/child focused approach
 6. Experience of supervising, supporting, encouraging and advising qualified and non-qualified staff
- Use of reflective practice techniques to critically analyse information to inform decision making and planning

7. Producing written records and reports to a high standard for a variety of purposes with language suited to function
8. Managing a high level, complex and diverse caseload within agreed parameters, policy and procedure

Application of information gathering skills to make and contribute to assessments

Behavioural & Other Related Characteristics required

1. Committed to continuous improvement.
2. Identify and take account of the significance of diversity on the lives of people and show application of this understanding in practice
3. To carry out all duties having regard to an employee's responsibility under the Council's Health & Safety Policies.
4. Take responsibility for improving practice through professional development
5. Registration with the Health & Care Professions Council (HCPC) upon commencement in post and maintain yearly registration