



Role profile

Role title	Children's Social Worker (Newly Qualified Social Worker)
Corporate directorate	Together for Families
Service	Children & Family Services
Grade	I
Reports to (role title)	Team Manager/Principal Social Worker
Version	3.1
JE code	8003

Approving manager	Ben Davies - Service Director
Date	January 2021

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Role purpose

With the advice, support and guidance of a Team Manager and/or Principal Social Worker, newly qualified, registered children's Social Workers, provide a statutory social work service to help and protect children and young people and to support their families/carers to care for them safely.

By the end of last placement/the completion of qualifying programmes newly qualified social workers will have demonstrated the knowledge, skills and values to work with a range of user groups, and the ability to undertake a range of tasks at a foundation level, the capacity to work with more complex situations; they should be able to work more autonomously, whilst recognising that the final decision will still rest with their supervisor; they will seek appropriate support and supervision.

They have developed an empathic understanding of the child's lived experience and are able to convey the views and feelings of the child through high quality practice skills in communicating with children, assessment, planning, implementation and review.

During the Assessed and Supported Year in Employment they are committed to undertaking training in and apply evidence-based practice to help the child overcome adverse experiences, leading to improved outcomes and a brighter future.

They work collaboratively and positively with other practitioners and partner agencies, taking account of different professional perspectives, in order to develop an accurate understanding of the child's needs, risks and the resources available to support them.

They understand what is expected of them, especially through the Practice Quality Standards for different aspects of the role. They demonstrate consistently good performance and engage positively in reflective supervision, case audit and annual appraisal, seeing the framework for Quality Assurance and Performance Management (QAPM) as a means of identifying and learning from any shortfalls in practice quality standards.

They are committed to consolidating learning from qualifying study and continuing their professional development and ongoing learning in practice through active participation in all aspects of the Assessed and Supported Year in Employment in order to enhance their professional status and expertise.

They act as representatives of the Service and the profession at all times, reflecting the requisite values and ethics in the way they work with children, young people and their families, as well as colleagues.

Dimensions

Annual financial accountability
Whilst Social Workers have no direct budget accountability, they share responsibility for practising and decision-making within the resources available to the Service.
Management accountability
Nature of management <ul style="list-style-type: none"> ○ None
Number of staff managed <ul style="list-style-type: none"> ○ None

Accountabilities

Cornwall Council is a dynamic organisation and the particular duties and accountabilities may vary from time to time without changing the general character of the role or the level of responsibility entailed. Individual objectives will be agreed via the PDS appraisal process

- Undertaking the full range of statutory social work tasks in accordance with relevant childcare legislation and statutory guidance. Understanding forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance in all interventions.
- Undertaking duties and tasks in accordance with the approved Procedures, Management Action Notes and Practice Quality Standards and beginning to formulate and make explicit, evidence-informed judgements and justifiable decisions.
- Developing a good understanding of the child's lived experience, their views and wishes as the basis of helping them to achieve good outcomes in their education, health, development and social welfare. This includes the ability to demonstrate and apply to practice a working knowledge of human growth and development throughout the life course.
- Demonstrating consistently the values and ethics of the profession and the Service in accordance with our Statement of Mission and Values, with a strong commitment to a strengths-based and relational model of social work, founded in social justice and pro-social learning, applying this in partnership with children and young people, parents/carers, families and the child's wider network of family and friends.
- Consolidating, developing and demonstrating, with guidance, a comprehensive understanding and application of the knowledge gained in my initial training, and knowledge related to the work of my team, including critical awareness of current issues and beginning to make use of research to inform practice.
- Demonstrating knowledge of appropriate legal and policy frameworks and guidance that inform and mandate social work practice, and applying with support and guidance, evidence-based practice in order to protect children and young people in need from harm, overcome adverse experiences and improve outcomes.
- Recording information in a timely, respectful and accurate manner, including a Chronology of significant events in the child's life, a Case Summary and Family Map to support professional judgement and organisational responsibilities. Writing records and reports, for a variety of purposes with language suited to purpose and audience, using plain English and optimising use of information management systems. Distinguishing fact from opinion and recording conflicting views and perspectives.
- Understanding and respecting the role of others within the organisation and in the wider professional and service system of which it is a part, and work effectively with them in order to support families, parents and carers to care for their children safely in their own homes and communities.
- Working effectively as a member of a team, demonstrating the ability to develop and maintain appropriate professional and inter-professional relationships, managing challenge and conflict with support.
- Demonstrating the ability to work effectively within your own organisation and take account of legal, operational and policy contexts, and contribute to the organisation's evaluation and development.

- Making the duty of corporate parent meaningful for children in care, helping them to recover from the trauma of neglect and abuse, and to achieve emotional permanence within their timescales.
- Helping young people to prepare for leaving care with appropriate information, advice, guidance and purposeful support.
- Demonstrating an effective and active use of supervision for accountability, professional reflection and development as the primary source of coaching and learning to reflect critically on practice, explore different approaches to your work, support your development across the nine capabilities and understand the boundaries of professional accountability, recognising your own professional strengths and limitations, and when and how to seek advice.
- Identifying your learning needs and assuming responsibility for improving your practice through your commitment to continuous professional development by fully engaging in the support and assessment activities throughout the year, in order to progress in line with the Career and Qualification Pathway for children's Social Workers in Cornwall.
- Taking responsibility for managing your time and workload effectively, and beginning to prioritise activities including ensuring supervision time as well as engaging positively and constructively in the Framework for Quality Assurance and Performance Management, as a source of learning and professional accountability.
- Taking part proactively in supervision, team meetings, team-based learning and development days, contributing to a positive and supportive team culture by showing capacity for leading practice through the way you conduct my professional role and contribute to these activities, promoting our purpose, practice and impact and beginning to take steps to enable the learning and development of others.
- Complying with the full range of the Council's employment relations policies, including the General Data Protection Regulations in order to protect the privacy of children, young people and their families.
- Fulfilling all the requirements of registration with Social Work England in relation to personal conduct and fitness to practice, demonstrating a good understanding of the Knowledge and Skills Statement (KSS) for children's Social Workers.
- Undertaking any other duties required of the role and commensurate to the grade for the role.

Corporate accountabilities

Information security and governance

Manage information in line with the Council's policies, procedures and guidance on subjects such as Data Protection, Freedom of Information, confidentiality, information security and sharing, the information lifecycle and data quality, to ensure compliance and efficient and effective information governance

Safeguarding

Maintain awareness of Council policies and practices regarding the safeguarding of children, young people and/ or adults who may be at risk. Report concerns/ allegations in accordance with corporate guidance and procedures

Equality & Diversity

Work to eliminate unlawful discrimination, harassment and victimisation and report incidents as they occur. Treat everyone with dignity and respect and ensure individual's needs are met. Challenge inappropriate behaviour and language constructively, advising on alternatives so the opportunity for change can be considered

Customer Experience

Drive to continually improve customer satisfaction and maintain a clear and consistent focus on delivering outstanding customer experience

Health, Safety and Wellbeing

Contribute to the management of health and safety risks and the creation of a positive health and safety culture to safeguard the health, safety and wellbeing of yourself and others. Understand your health and safety responsibilities and comply with council policy and procedures

Key objectives

To take personal and professional responsibility for the quality of own practice and contribution to the child's progress in reducing the risk of harm and achieving improved outcomes.

To undertake all aspects of casework in accordance with the approved Practice Quality Standards and the requirements of the Service Framework for a Balanced Workload.

To engage fully with all aspects of the Assessed and Supported Year in Employment in order to improve own performance and participate positively in the Service Framework for Quality Assurance and Performance Management.

To take part in and contribute fully to high quality, reflective supervision in line with the Service Supervision Standards.

To support less experienced colleagues to develop their knowledge and skills required to meet the approved Practice Quality Standards.

Competencies and other requirements

We use the following criteria below to assess your suitability for the role; please refer to the recruitment & selection column to establish at which stage the criteria are assessed. Requirements assessed at the 'Application' stage represent the minimum essential requirement for shortlisting purposes

Behaviours	Recruitment and selection
<p>Working together</p> <p>You understand and focus on customer satisfaction and work well with colleagues and partners.</p> <ul style="list-style-type: none"> • You deliver exceptional customer service – you understand and are attentive to the needs of your customers • You listen to the views of others and seek them out • You support and show consideration for others • You work well with colleagues and partners and acknowledge the different ideas, perspectives and backgrounds of others • You are committed to the protection and safeguarding of children, young people and vulnerable adults • You share information and expertise with others • You are honest, you respect and you build relationships of trust 	<p>Interview/ Assessment</p>

<ul style="list-style-type: none"> You share your achievements and acknowledge the achievements of others 	
<p>Resourceful</p> <p>You apply expertise, solve problems and make improvements to deliver the best possible customer outcomes.</p> <ul style="list-style-type: none"> You plan and organise your work and manage your time effectively You gather relevant information, analyse it and make timely informed decisions in the course of your work You are flexible and adaptable You respond constructively to change You demonstrate financial awareness relevant to the job you do You use your initiative and are creative in problem solving You deliver results and demonstrate commitment to serving customers 	Interview/ Assessment
<p>Personal responsibility</p> <p>You take responsibility for your work, your environment and your development.</p> <ul style="list-style-type: none"> You are trustworthy and reliable You pay attention to your own health, safety and wellbeing and that of others You acknowledge errors, report them as appropriate and play your part in addressing them You appropriately challenge unhelpful behaviour You seek feedback and review your own contribution You are open to change and improvement You take responsibility for your development You are enthusiastic about and take pride in your work You act as an ambassador for the Council to our customers 	Interview/ Assessment

Knowledge, skills and experience	Recruitment and selection
Social Work Degree with relevant Social Work Qualification.	Application Form and Certificate
Current registration with the Social Work England.	Application Form and Certificate
The ability to articulate the values and ethics of the social work profession in working with children and families.	Application Form Interview/ Assessment
A good understanding of the current issues and themes related to social work with children and families, including evidence-based practice.	Application Form/ Interview/ Assessment
An accurate understanding of the role, function, statutory duties and accountabilities of a local authority social worker with children and families.	Application Form/ Interview/ Assessment
A good understanding of the main risks to a child's welfare, development and safety, along with a developing knowledge about how to reduce those risks.	Interview/ Assessment

An applied understanding of equalities and diversity, including cultural competence.	Application Form Interview/ Assessment
Demonstrable knowledge and practice skills in working effectively with vulnerable children, young people and their families.	Interview/ Assessment
A sound knowledge of public childcare law and statutory guidance relating to children and young people.	Application Form/ Interview/ Assessment
Ability to engage positively with children, young people and their families, gaining their trust and confidence.	Interview/ Assessment
Ability to undertake statutory social work assessments of need, risks and strengths, producing a sound analysis and translate that analysis into a coherent plan to improve the child's outcomes.	Interview/ Assessment
Ability to communicate effectively and to write coherent reports, including reports for statutory Panels and Court.	Application Form Interview/ Assessment
Ability to work collaboratively with other professionals and agencies, respecting their perspectives and incorporating their views in understanding the child's needs.	Interview/ Assessment
Ability to facilitate multi-disciplinary groups, including professionals meetings and core groups.	Interview/ Assessment
Ability to represent the Service and Council effectively in a range of multi-professional settings, including Child Protection Conferences and Child in Care Reviews and the Family Courts.	Interview/ Assessment
Ability to demonstrate calmness and resilience under pressure and to manage the stress of working with children subject to neglect and abuse.	Interview/ Assessment

Other requirements	Recruitment and selection
The normal duties of the role in Cornwall involve travel on a regular or occasional basis. It is a condition of employment that you can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable staff will be required to provide a suitable vehicle.	Application Form
The normal duties of the role may involve the need to work flexibly, including extended hours and the ability on occasions to join the Out of Hours duty rota.	Application Form
This position is subject to a criminal records disclosure check	ENHANCED
This is a politically restricted position	NO

