

Role Title: L3 Social Worker
Salary: SCP 32-35 (PO3)
Location: Bradford – Children in Care
Report to: Children in Care Team Manager

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

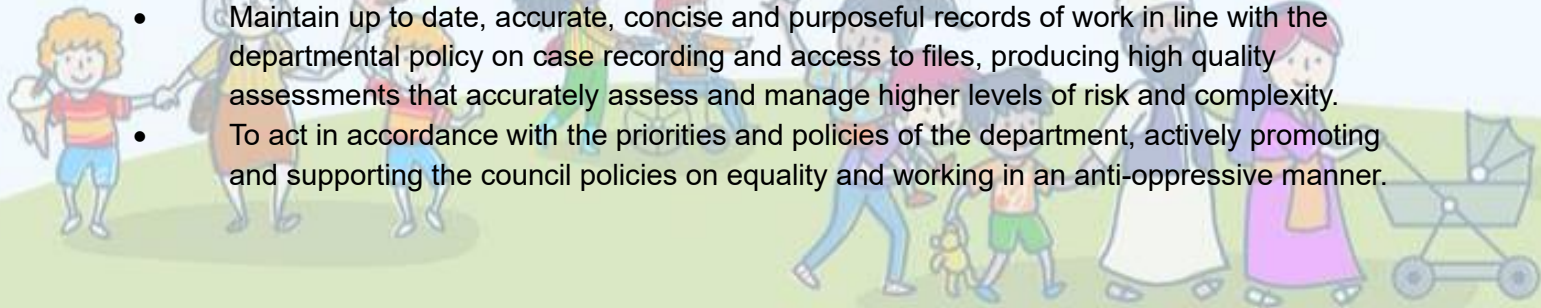
Job Overview

- To safeguard children including those at significant risk of harm, assess and manage risk and undertaken critical decision making including taking professional responsibility for decision making
- Contribute to the provision of Social Care Services in the Community and other settings.
- Provide an effective Social Work service including assessment, case planning and reviews.
- Operate a Social Work service within departmental policy, practice and procedures.
- This Job Profile relates to case holding social workers in the following teams:
 - Localities
 - MASH
 - Leaving Care



Main Duties and Responsibilities

- Undertake preventative work with service users to diminish safeguarding concerns, investigating concerns of significant harm and making appropriate use of legislation to safeguard and promote the welfare of service users.
- To provide a Social Work service to individuals, their families and carers by assessing and identifying their needs and meeting them through direct therapeutic work, care planning and management. Be able to integrate a theoretical approach with practice.
- Manage a caseload, exercising complex decision making in line with professional criteria and making sure that case work is appropriately planned, critically evaluated and reviewed.
- Engage effectively with situations of increasing complexity and challenge including multi-agency input, complex family organisational dynamics, multiple problems/disadvantage, multiple significant risk factors, and the need to take into account the public interest.
- Ensure appropriate care for service users ensuring the best use of existing mainstream and specialist resources, and demonstrating innovation with these resources where appropriate.
- Accept responsibility for and supervision of service users who are provided with care services and undertake expert and robust review of such cases.
- Provide expert witness and give evidence to court and other relevant bodies as required, including giving evidence in court in proceedings, and including the presentation of reports and applications for appropriate Legal Orders.
- Work in partnership with other agencies and organisations, in order to fulfil the provision of a Social Work service, representing the perspective of the organisation. Maintain contact with a wide range of statutory and voluntary sector professionals for information exchange, the exercise of judgment and in order to influence outcomes in case planning and decision making.
- Contribute to multi-disciplinary assessments, chairing and leading meetings when required and participate in planning meetings and reviews, demonstrating and promoting information sharing within/between organisations.
- Mentor newly qualified and less experienced Social Workers to develop their expertise and/or offer placements to Social Work students as a practice educator.
- To self-manage your own challenging and demanding workload of cases, seeking support where necessary, and undertake research, and apply knowledge regarding emerging best practice.
- Participate in the provision of training throughout the department, assisting in the development of new resources, working on specialist projects and acting as a member of a professional development or service planning group.
- Identify and act on your learning needs to participate continuously in professional development opportunities, including regular supervision and appraisal, in line with Social Work registration and HCPC standards.
- Apply Social Work ethical principles and values to guide your professional practice and decision-making including partnership, consultation and the participation of service users.
- Maintain up to date, accurate, concise and purposeful records of work in line with the departmental policy on case recording and access to files, producing high quality assessments that accurately assess and manage higher levels of risk and complexity.
- To act in accordance with the priorities and policies of the department, actively promoting and supporting the council policies on equality and working in an anti-oppressive manner.



About You

Experience

- Minimum of 2.5 years appropriate post qualification experience.
- Experience of working with all service user groups and with service users from the minority ethnic groups
- Experience of interpreting and applying the law relating to children and / or to adult services.
- Experience of child protection and child care work and issues arising.

Qualifications

- Dip.SW, CQSW, BA (Hons) Social Work or equivalent professional qualifications
- Registered with Social Work England (Formerly HCPC) as a qualified Social Worker

Working Conditions

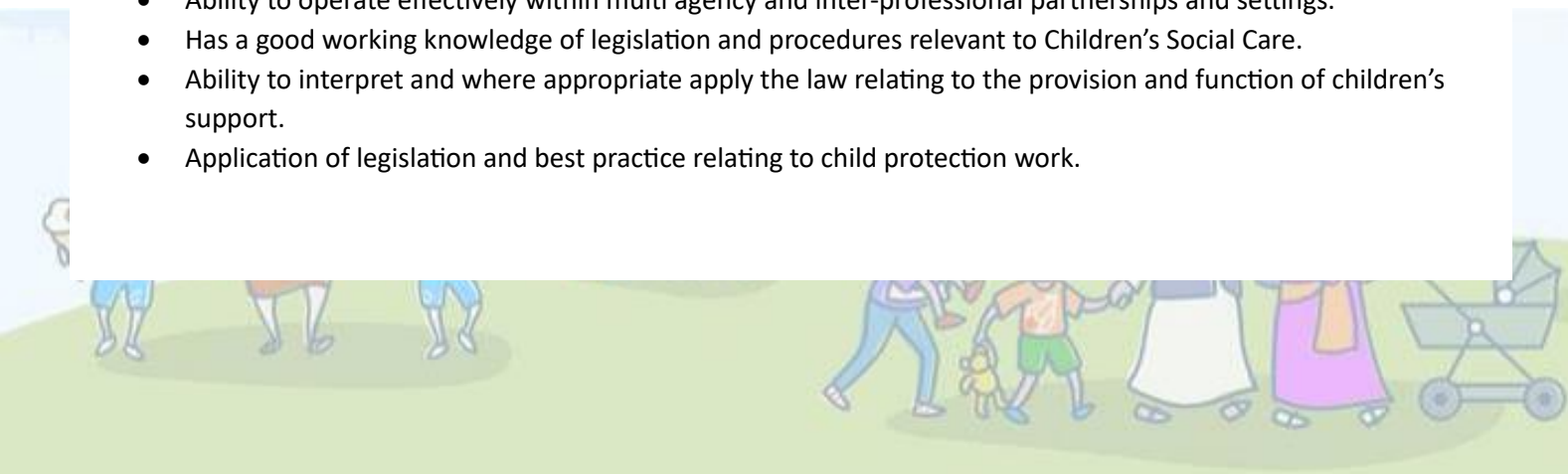
- Must be able to work evenings and weekends as required by the needs of the service.
- Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

Special Conditions

- No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance Enhanced DBS check required.
- The post holder is required to have a useable car available at all times or as advised by the line manager. The post is designated Casual Class 1 Car User status for the better performance of the duties for which the HMRC rate is payable.

Other

- Can express themselves fluently and spontaneously, almost effortlessly.
- Carries out the working practices, procedures and basic operations across Children's Social Care.
- Uses knowledge, safety and environmental policies , procedures and regulations, including risk in own area - primarily children and/or other areas of work
- Uses a range of specialist ICT systems across own work area and/or across other areas of work, primarily LCS.
- Oversees or contributes to the management of a budget, keeping costs within agreed levels for own section/team.
- Uses, interprets, analyses, communicates complex numerical information. Able to produce team performance reports.
- Exercises professional accountability for decisions relating to the liberty or safety of service users in individual situations within the framework of relevant legislation and policies.
- Ability to operate effectively within multi agency and inter-professional partnerships and settings.
- Has a good working knowledge of legislation and procedures relevant to Children's Social Care.
- Ability to interpret and where appropriate apply the law relating to the provision and function of children's support.
- Application of legislation and best practice relating to child protection work.



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An enhanced DBS will be requested.

We are an equal opportunities employer.

