



DEPARTMENT: Childrens Services	SERVICE GROUP:
POST TITLE: Social worker ASYE	REPORTS TO: Team Manager
	SAP POSITION NUMBER :

The following information is furnished to help Trust staff and those people considering joining the Trust to understand and appreciate the general work content of their post and the role they are to play in the organisation. The following points should be noted:

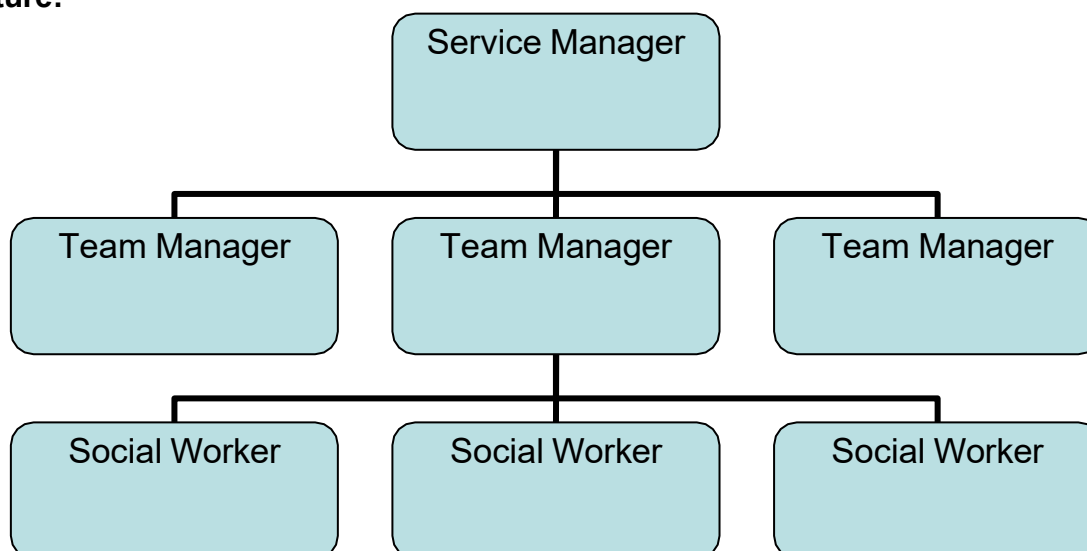
The employee competencies are the minimum standard of behaviour expected by the Trust of all its employees and the management competencies outlined are those relevant for a post operating at this level within our organisation.

Both sets of competencies will be used at interview stage and will not be used for short listing purposes. As a candidate/employee you will be expected to demonstrate your ability meet the special knowledge, experience and qualifications required for the role.

Key Purpose of Post:
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.
Main Responsibilities of Post:
<ol style="list-style-type: none"> 1. Under supervision to ensure appropriate care for service users .To ensure the best use of existing mainstream and specialist resources, and demonstrate innovation with these resources where appropriate. 2. Under clear supervision and initially in conjunction with an experienced worker to undertake preventative work with service users to diminish safeguarding concerns 3. Under close supervision manage a caseload, exercising decision making in line with professional criteria and making sure that case work is appropriately planned, critically evaluated and reviewed 4. Investigate concerns of significant harm. 5. Under close supervision to accept responsibility for and supervision of service users who are provided with care services and review such cases. 6. To maintain up to date, accurate, concise and purposeful records of work in line with departmental policy on recording and access to files 7. With managerial support to provide witness and give evidence to court and other relevant bodies as required, including evidence in court in proceedings including the presentation of reports and application of appropriate legal orders.

8. Work in partnership with other agencies and organisations in line with the responsibility outlined above, in order to fulfil the provisions of a social work service. Maintain contact with a wide range of statutory and voluntary sector professionals for information exchange, the exercise of judgement and in order to influence outcomes in case planning and decision making.
9. To contribute to multi disciplinary assessments and participate in reviews and planning meetings
10. Facilitate consultation with, and the participation of, service users.
11. Apply social work ethical principles and values to guide your professional practice and decision making including partnership with service users.
12. Under close supervision make appropriate use of legislation to safeguard and promote the welfare of service users.
13. To act in accordance with the priorities and policies of the Department.
14. Identify and act on learning needs for own continuing professional development.
15. To participate continuously in professional development opportunities, including regular supervision and appraisal, in line with registration and Social Work England standards.
16. Actively promote and support Trust policies on Equality and working in an anti oppressive manner

Structure:



Special Knowledge Requirement:

Please see Appendix for full detail of PCF on completion of social work training and for PCF at end of ASYE

Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice with children, young people and families, recognising the scope for professional judgement. (PCF 5)

Evidence that you can demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply theories and techniques of professional practice that are relevant to working with children, young people and their families (PCF 6)

Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm (PCF

7)
Understand forms of harm and their impact on people, and the implications for practice in Children's Services, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice (PCF 5)
Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice within Childrens Services and demonstrate effective partnership working (PCF 8)
Recognise diversity and apply anti discriminatory and anti oppressive principles in practice, and be able to demonstrate an understanding and questioning of the significance of such issues on the lives of people. (PCF 3)
Be able to maintain accurate, comprehensible, succinct and timely records and reports to support professional judgment and organisational responsibilities, using the ICS electronic recording system. (PCF 7)
Be able to demonstrate effective and active use of supervision, for accountability, professional reflection and development. (PCF1)
Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible (PCF 2)

Relevant experience requirement: Used for shortlisting
Experience in social work settings through practice placements, volunteering and/or employment
Other relevant experience of work with children and families is welcomed.
Ability to work autonomously and seek support when required
Relevant professional qualifications requirement: Used for shortlisting
DIPSW/ CSS /CQSW (social work qualification)
Registered with the Social Work England
Core Employee competencies to be used at the interview stage.
Carries Out Performance Management
Covers the employee's capacity to manage their workload and carry out a number of specific tasks accurately and to a high standard.
Communicates Effectively
Covers a range of spoken and written communication skills required as a regular feature of the job. It includes exchanging information/building relationships; giving advice and guidance; counselling, negotiating and persuading and handling private, confidential and sensitive information.
Carries Out Effective Decision Making
Covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. It includes planning and organising, self effectiveness and any requirements to quality check work.

Undertakes Structured Problem Solving Activity		
Covers a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking; developing practical solutions; applying problem solving strategies and managing interpersonal relationships.		
Operates with Dignity and Respect		
Covers promoting equality, treating all people fairly and with dignity and respect, maintains impartiality/fairness with all people, is aware of the barriers people face.		
Working Conditions:		
You must be able to work evenings, weekends and bank holidays as required by the needs of the service. You 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:		
There is a requirement for the post to have DBS checks You need to have a full driving licence and a car available for work unless a disability prevents this.		
Compiled by:RC	Grade Assessment	Post Grade: Newly Qualified Social Worker
Reformatted 2015 Date:	Date:	
For HR use only	SAP Input Date	Name of Data Inputter

Appendix

Professional Capability Framework – on completion of qualifying programme:

On the completion of qualifying programmes newly qualified social workers should 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.

Professionalism - End Of Last Placement

Social workers are members of an internationally recognised profession, a title protected in UK law. Social workers demonstrate professional commitment by taking responsibility for their conduct, practice and learning, with support through supervision. As representatives of the social work profession they safeguard its reputation and are accountable to the professional regulator.

- Be able to meet the requirements of the professional regulator
- Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession
- Demonstrate an effective and active use of supervision for accountability, professional reflection and development
- Demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- Take responsibility for managing your time and workload effectively, and begin to prioritise your activity including supervision time
- Recognise the impact of self in interaction with others, making appropriate use of personal experience
- Be able to recognise and maintain personal and professional boundaries
- Recognise your professional limitations and how to seek advice
- Demonstrate a commitment to your continuing learning and development
- With support, take steps to manage and promote own safety, health, wellbeing and emotional resilience
- Identify concerns about practice and procedures and, with support, begin to find appropriate means of challenge

Values & Ethics - End Of Last Placement

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law.

- Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions.
- Recognise and, with support, manage the impact of own values on professional practice
- Manage potentially conflicting or competing values, and, with guidance, recognise, reflect on, and work with ethical dilemmas
- Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible
- Recognise and promote individuals' rights to autonomy and self-determination
- Promote and protect the privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing

Diversity - End Of Last Placement

Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender and transgender, faith and belief. Social workers appreciate that, as a consequence of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim, and are able to challenge appropriately.

- Understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics, and take account of these to understand their experiences, questioning assumptions where necessary
- With reference to current legislative requirements, recognise personal and organisational discrimination and oppression and with guidance make use of a range of approaches to challenge them
- Recognise and manage the impact on people of the power invested in your role

Rights, Justice & Economic Wellbeing - End Of Last Placement

Social workers recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies. They ensure these principles underpin their practice. Social workers understand the importance of using and contributing to case law and applying these rights in their own practice. They understand the effects of oppression, discrimination and poverty.

- Understand, identify and apply in practice the principles of social justice, inclusion and equality
- Understand how legislation and guidance can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements
- Work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and differing needs and perspectives
- Recognise the impact of poverty and social exclusion and promote enhanced economic status through access to education, work, housing, health services and welfare benefits
- Recognise the value of - and aid access to -independent advocacy

Knowledge - End Of Last Placement

Social workers understand psychological, social, cultural, spiritual and physical influences on people; human development throughout the life span and the legal framework for practice. They apply this knowledge in

their work with individuals, families and communities. They know and use theories and methods of social work practice.

- Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health
- Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement
- Demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- Recognise the short and long term impact of psychological, socio-economic, environmental and physiological factors on peoples lives, taking into account age and development, and how this informs practice
- Recognise how systemic approaches can be used to understand the person-in-the-environment and inform your practice
- Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- Recognise the contribution, and begin to make use, of research to inform practice
- Demonstrate a critical understanding of research methods
- Value and take account of the expertise of service users, carers and professionals

Critical Reflection & Analysis - End Of Last Placement

Social workers are knowledgeable about and apply the principles of critical thinking and reasoned discernment. They identify, distinguish, evaluate and integrate multiple sources of knowledge and evidence. These include practice evidence, their own practice experience, service user and carer experience together with research-based, organisational, policy and legal knowledge. They use critical thinking augmented by creativity and curiosity.

- Apply imagination, creativity and curiosity to practice
- Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources
- With support, rigorously question and evaluate the reliability and validity of information from different sources
- Demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice
- Know how to formulate, test, evaluate, and review hypotheses in response to information available at the time and apply in practice
- Begin to formulate and make explicit, evidence-informed judgements and justifiable decisions.

Intervention & Skills - End Of Last Placement

Social workers engage with individuals, families, groups and communities, working alongside people to assess and intervene. They enable effective relationships and are effective communicators, using appropriate skills. Using their professional judgement, they employ a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. They understand and take account of differentials in power, and are able to use authority appropriately. They evaluate their own practice and the outcomes for those they work with.

- Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples age, comprehension and culture
- Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade
- Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships
- Demonstrate an holistic approach to the identification of needs, circumstances, rights, strengths and risks
- Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users
- Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm
- Recognise how the development of community resources, groups and networks enhance outcomes for individuals
- Maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities
- Demonstrate skills in sharing information appropriately and respectfully
- Recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise your intervention
- Understand the authority of the social work role and begin to use this appropriately as an accountable professional
- Recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself, and contribute to the assessment and management of risk
- With support, identify appropriate responses to safeguard vulnerable people and promote their well being

Contexts & Organisations - End Of Last Placement

Social workers are informed about and pro-actively responsive to the challenges and opportunities that come with changing social contexts and constructs. They fulfil this responsibility in accordance with their professional values and ethics, both as individual professionals and as members of the organisation in which they work. They collaborate, inform and are informed by their work with others, inter-professionally and with communities.

- Recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts
- Understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion

- Understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice
- Be able to work within an organisation's remit and contribute to its evaluation and development
- Understand and respect the role of others within the organisation and work effectively with them
- Take responsibility for your role and impact within teams and be able to contribute positively to effective team working
- Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working

Professional Leadership - End Of Last Placement

The social work profession evolves through the contribution of its members in activities such as practice research, supervision, assessment of practice, teaching and management. An individual's contribution will gain influence when undertaken as part of a learning, practice-focused organisation. Learning may be facilitated with a wide range of people including social work colleagues, service users and carers, volunteers, foster carers and other professionals.

- Recognise the importance of, and begin to demonstrate, professional leadership as a social worker
- Recognise the value of, and contribute to supporting the learning and development of others

Professional Capability Framework - Assessed and Supported Year in Employment (ASYE) Level Capabilities:

By the end of the ASYE social workers should have consistently demonstrated practice in a wider range of tasks and roles, and have become more effective in their interventions, thus building their own confidence, and earning the confidence of others. They will have more experience and skills in relation to a particular setting and user group, and have demonstrated ability to work effectively on more complex situations. They will seek support in supervision appropriately, whilst starting to exercise initiative and evaluate their own practice.

Where capability statements are in italics this indicates that they should have been met at a previous level and do not need to be met again. However, the expectation should be that social workers will maintain capability in that area of practice.

Professionalism - ASYE

Social workers are members of an internationally recognised profession, a title protected in UK law. Social workers demonstrate professional commitment by taking responsibility for their conduct, practice and learning, with support through supervision. As representatives of the social work profession they safeguard its reputation and are accountable to the professional regulator.

- Be able to meet the requirements of the professional regulator
- Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession
- Make pro active use of supervision 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

- Demonstrate workload management skills and develop the ability to prioritise
- Recognise and balance your own personal/professional boundaries in response to changing and more complex contexts
- Demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- Demonstrate workload management skills and develop the ability to prioritise
- Recognise and balance your own personal/professional boundaries in response to changing and more complex contexts
- Identify your learning needs; assume responsibility for improving your practice through appropriate professional development
- Develop ways to promote wellbeing at work, identifying strategies to protect and promote your own well being and the well being of others
- Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required.

Values & Ethics - ASYE

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law.

- Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions.
- Recognise, and manage the impact of your own values on professional practice
- Recognise and manage conflicting values and ethical dilemmas to arrive at principled decisions
- Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible
- Recognise and promote individuals rights to autonomy and self-determination
- Promote and protect the privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing

Diversity - ASYE

Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender and transgender, faith and belief. Social workers appreciate that, as a consequence of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim, and are able to challenge appropriately.

- Identify and take account of the significance of diversity and discrimination on the lives of people, and show application of this understanding in your practice
- Recognise oppression and discrimination by individuals or organisations and implement appropriate strategies to challenge
- Identify the impact of the power invested in your role on relationships and your intervention, and be able to adapt your practice accordingly

Rights, Justice & Economic Wellbeing - ASYE

Social workers recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies. They ensure these principles underpin their practice. Social workers understand the importance of using and contributing to case law and applying these rights in their own practice. They understand the effects of oppression, discrimination and poverty.

- Begin to integrate principles of and entitlements to social justice, social inclusion and equality in your analysis and practice, by identifying factors that contribute to inequality and exclusion, and supporting people to pursue options to enhance their well being
- Address oppression and discrimination applying the law to protect and advance people's rights, recognising how legislation can constrain or advance these rights
- Apply in practice principles of human, civil rights and equalities legislation, and manage competing rights, differing needs and perspectives
- Recognise the impact of poverty and social exclusion and promote enhanced economic status through access to education, work, housing, health services and welfare benefit
- Empower service users through recognising their rights and enable access where appropriate to independent advocacy

Knowledge - ASYE

Social workers understand psychological, social, cultural, spiritual and physical influences on people; human development throughout the life span and the legal framework for practice. They apply this knowledge in their work with individuals, families and communities. They know and use theories and methods of social work practice.

- Consolidate, develop and demonstrate comprehensive understanding and application of the knowledge gained in your initial training, and knowledge related to your specialist area of practice, including critical awareness of current issues and new evidence-based practice research
- Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. Apply legal reasoning, using professional legal expertise and advice appropriately, recognising where scope for professional judgement exists.
- Demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- Recognise the short and long term impact of psychological, socio-economic, environmental and physiological factors on peoples lives, taking into account age and development, and how this informs practice
- Recognise how systemic approaches can be used to understand the person-in-the-environment and inform your practice
- Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- Recognise the contribution, and begin to make use, of research to inform practice
- Demonstrate a critical understanding of research methods

- Value and take account of the expertise of service users, carers and professionals

Critical Reflection & Analysis - ASYE

Social workers are knowledgeable about and apply the principles of critical thinking and reasoned discernment. They identify, distinguish, evaluate and integrate multiple sources of knowledge and evidence. These include practice evidence, their own practice experience, service user and carer experience together with research-based, organisational, policy and legal knowledge. They use critical thinking augmented by creativity and curiosity.

- Show creativity in tackling and solving problems, by considering a range of options to solve dilemmas.
- Use reflective practice techniques to evaluate and critically analyse information, gained from a variety of sources, to construct and test hypotheses and make explicit evidence-informed decisions

Intervention & Skills - ASYE

Social workers engage with individuals, families, groups and communities, working alongside people to assess and intervene. They enable effective relationships and are effective communicators, using appropriate skills. Using their professional judgement, they employ a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. They understand and take account of differentials in power, and are able to use authority appropriately. They evaluate their own practice and the outcomes for those they work with.

- Use a range of methods to engage and communicate effectively with service users, eliciting the needs, wishes and feelings of all those involved, taking account of situations where these are not explicitly expressed
- Demonstrate clear communication of evidence-based professional reasoning, judgements and decisions, to professional and non-professional audiences
- Build and use effective relationships with a wide range of people, networks, communities and professionals to improve outcomes, showing an ability to manage resistance
- Use appropriate assessment frameworks, applying information gathering skills to make and contribute to assessments, whilst continuing to build relationships and offer support
- Select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness, that are best suited to the service user(s), family, carer, setting and self
- Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm
- Recognise how the development of community resources, groups and networks enhance outcomes for individuals
- Record information in a timely, respectful and accurate manner. Write records and reports, for a variety of purposes with language suited to function, using information management systems. Distinguish fact from opinion, and record conflicting views and perspectives
- Share information consistently in ways that meet legal, ethical and agency requirements
- Recognise complexity, multiple factors, changing circumstances and uncertainty in peoples lives, be able to prioritise your intervention
- Use authority appropriately in your role

- Demonstrate understanding of and respond to risk factors in your practice. Contribute to the assessment and management of risk, including strategies for reducing risk, distinguishing levels of risk for different situations
- Demonstrate application of principles and practice for safeguarding adults and children including consideration of potential abuse. Apply strategies that aim to reduce and prevent harm and abuse

Contexts & Organisations - ASYE

Social workers are informed about and pro-actively responsive to the challenges and opportunities that come with changing social contexts and constructs. They fulfil this responsibility in accordance with their professional values and ethics, both as individual professionals and as members of the organisation in which they work. They collaborate, inform and are informed by their work with others, inter-professionally and with communities.

- Taking account of legal, operational and policy contexts, proactively engage with your own organisation and contribute to its evaluation and development
- Proactively engage with colleagues, and a range of organisations to identify, assess, plan and support to the needs of service users and communities
- Understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice
- Be able to work within an organisation's remit and contribute to its evaluation and development
- Understand and respect the role of others within the organisation and work effectively with them
- Work 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

Professional Leadership - ASYE

The social work profession evolves through the contribution of its members in activities such as practice research, supervision, assessment of practice, teaching and management. An individual's contribution will gain influence when undertaken as part of a learning, practice-focused organisation. Learning may be facilitated with a wide range of people including social work colleagues, service users and carers, volunteers, foster carers and other professionals.

- Show the capacity for leading practice through the manner in which you conduct your professional role, your contribution to supervision and to team meetings
- Take steps to enable the learning and development of others