

Role Title: Social Worker

Salary: SCP 27–30 (PO1) Level 2 and/or SCP 32–25 (PO3)

Location: Youth Justice Service

Report to: 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.

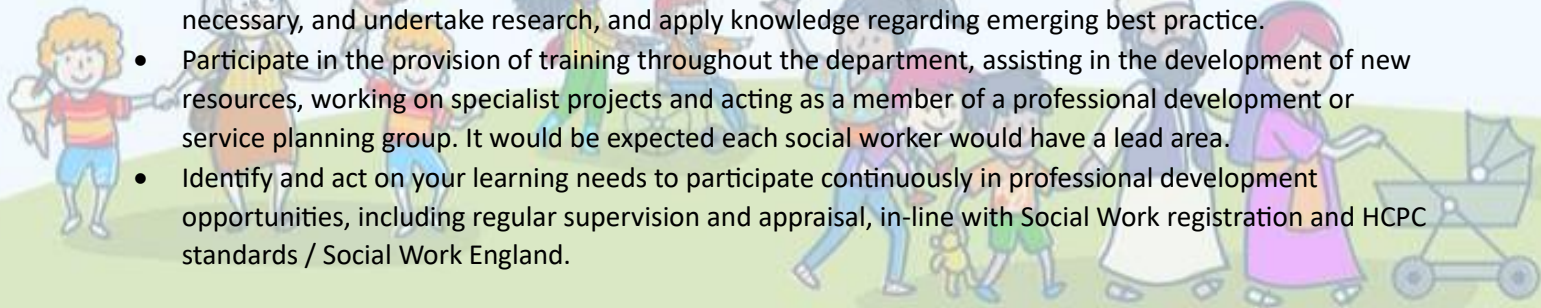
Job Overview

To safeguard children, including those at significant risk of harm and offending, by assessing and managing risk, undertaking critical decision-making, and taking professional responsibility for decisions made. Contribute to the provision of Youth Justice Services across community, custodial, and other settings, while delivering an effective Social Work service through assessment, specialist assessments, case planning, intervention, and review processes. Operate within departmental policies, practices, and procedures to ensure high-quality, consistent, and child-centred service delivery that promotes positive outcomes for children, young people, and their families.



Main Duties and Responsibilities

- Undertake intervention and preventative work with children in the Youth Justice service to diminish risk of harm; offending, safety and wellbeing concerns and protecting and reducing victims. Take immediate and planned action to safeguard and promote the welfare of the children and others or linked to the child within the service making use of legislation including Youth Justice Law and Child Care Law.
- To provide a Youth Justice service to individual children, their families and carers by assessing and identifying their needs and meeting them through direct therapeutic, relational, trauma informed and intervention-based case management. Be able to integrate a researched based and theoretical approach within practice.
- To undertake specialist assessments and prepare specialist reports (Pre-sentence Reports) for Courts including Youth, Crown and High Court as required which can impact on the liberty of a child. To work within the Courts as required to meet the needs of children in the Criminal Justice system. This includes to act as a prosecutor in Youth Court for children who do not engage with their Orders and present reports orally and in person. As part of this role, you will need to provide expert witness and give evidence to court and other relevant bodies as required, including giving evidence in court in proceedings, parole hearings and including the presentation of reports and applications for appropriate Legal Orders.
- Manage a highly complex caseload, exercising complex decision making in-line with professional criteria and social work standards ensuring case work is accurately and appropriately assessed, planned, delivered, critically evaluated and reviewed.
- Where required, co-work and / or support community supervisors or other staff within the Youth Justice Service with complex cases to support them in the assessment, planning, delivery and review of these children. This may include attending and supporting at meetings.
- Engage effectively with situations of increasing complexity and challenge including multi-agency input, complex family or organisational dynamics, multiple problems/ disadvantage, multiple significant risk factors, systemic circumstances and the need to consider the public interest.
- Ensure appropriate care for children accessing the Youth Justice Service, ensuring the best use of existing mainstream and specialist resources, and demonstrating innovation with these resources where appropriate.
- Work in partnership with other statutory and voluntary agencies and organisations, in order to fulfil the provision of a Youth Justice Social Work service, representing the perspective of the organisation. Maintain contact with these professionals for information exchange, the exercise of judgment and in order to influence best outcomes in case assessment, planning, delivery and decision making for children, their families and victims
- 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. This may also include other students within the service. Having a Social Work student will include management oversight of their caseloads, provision of supervision, assessment of capabilities and compiling necessary reports.
- 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. It would be expected each social worker would have a lead area.
- 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 / Social Work England.



- 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 extreme higher levels of risk and complexity.
- Represent the Youth Justice Service locally, regionally and nationally and at times attendance at relevant Boards and / or provision of reports.
- 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.
- To undertake other duties as required commensurate with the role.

About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

- Essential qualifications for shortlisting:
- DIPSW, CSS, or CQSW (recognised Social Work qualification).
- Evidence of successful completion of the Post Qualifying Programme (PQP).
- Current registration with Social Work England.

Experience

- Must be able to demonstrate previous experience of communicating fluently with members of the public, meeting the Advanced threshold level outlined under Special Knowledge.
- Must have Social Work experience.
- Experience working with children and families is desirable and welcomed.

Special Conditions

- Progression to Senior Social Worker (Level 3) requires:
- Submission of a portfolio evidencing 18 months of Continuing Professional Development (CPD) following completion of the Assessed and Supported Year in Employment (ASYE).
- A Team Manager report based on the Social Work Knowledge and Skills Statements.
- Senior Social Workers (Level 3) are expected to:
- Manage and lead on more complex cases.
- Provide leadership, support, and development opportunities for colleagues within the team.
- Develop specialist expertise, such as undertaking the Practice Educator role.

There is a requirement for the post holder to have Enhanced DBS checks.

You need to have a full driving licence and a car available for work, unless a disability prevents this.



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 DBS check might be requested.

We are an equal opportunities employer.

