


<b>Profile Title:</b>	Newly Qualified Social Worker	 <b>BARNSLEY</b> Metropolitan Borough Council			
<b>Reports to:</b>	Team Manager				
<b>Employee Management:</b>	None	<b>Grade:</b>	7/8	<b>Profile Ref:</b>	30739/93063
<b>Purpose of the Post</b>					
<p>To carry a workload, in accordance with the requirements of the Assessed and Supported Year in Employment (ASYE), and the experience and capability of the individual social worker. To work under guidance within relevant current legislation and the procedural framework of the Council and collaboratively with children, young people and their families/carers to assess their needs and plan and deliver services in accordance with the social work team's service area.</p> <p>In Year 2- To consolidate, develop and demonstrate comprehensive understanding and application of the knowledge gained in initial social work training whilst undertaking a 2<sup>nd</sup> assessed and supported year in employment</p>					
<b>Responsibilities</b>					
<b>First 9 Months</b>					
<ul style="list-style-type: none"> <li>Under guidance and closely supervised, to work in partnership with children, young people and their families/carers and through building effective relationships, to elicit their needs and views and promote participation in decision making.</li> <li>Under guidance and closely supervised to undertake assessments, in accordance with statutory/regulatory and operational standards, policy, and procedures for the service</li> <li>Under guidance and closely supervised, to plan, implement and review a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service.</li> <li>Manage a workload in accordance with the requirements of the ASYE.</li> <li>Make pro-active use of supervision in accordance with the requirements of the ASYE in order to support development across the Professional Capabilities Framework, the Department of Education's forthcoming Skills and Knowledge Statements and to meet the objectives of Performance Development Reviews.</li> <li>Maintain accurate and up to date records safely and confidentially in accordance with the Council's policies and procedures.</li> <li>Pro-actively engage with colleagues and a range of organisations to identify, assess, plan for and support the needs of children, young people and families/carers, in order to promote positive change and independence and to prevent harm.</li> <li>Meet the requirements of the ASYE and of registration with the Health Care Professions Council in respect of practice standards, conduct and professional development.</li> <li>Provide professional advice, guidance and information to a range of internal and external stakeholders as required.</li> </ul>					

- Undertake any other duties commensurate with the role as requested by management.

### After 9 months experience

- To undertake assessments, in accordance with statutory/regulatory and operational standards, policy, and procedures for the service
- Plan, implement and review a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service.
- To work in partnership with children, young people and their families/carers and through building effective relationships, to elicit their needs and views and promote participation in decision making.

### Year 2 consolidation year

Education and Training	Measure	Rank
• Degree in Social Work or equivalent qualification, in first 12 months commitment to complete ASYE course delivered by the SYTP	A/D	E
• Successful completion of ASYE year to allow progression at 12months, continued commitment to Professional development in year of consolidation	A/D	E
• Registration with the HCPC as a Social Worker	A/D	E
Relevant Experience	Measure	Rank
• Year 1 Experience of working with children, young people and families prior to qualification.	A/I/D	D
• Successful completion of a placement as a student within a statutory Children's Social Care setting	A/I/D	D
• Year 2 - Successful completion of ASYE year to allow progression at 12months, and evidence of continuous professional development and casework experience	Panel	E
General and Special Knowledge	Measure	Rank
• Knowledge and understanding of the values and principles underpinning the involvement of children, young people and families/carers.	A/I	E
• Knowledge and understanding of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care.	A/I	E
• Knowledge and understanding of the Professional Capabilities Framework as it applies to newly qualified social workers.	I	E
• Knowledge and understanding of the rights of children, young people, and families/carers to access independent advocacy and complaints processes.	I	D
Skills and Abilities	Measure	Rank
• Ability to communicate effectively verbally and in writing to a range of audiences	A/I	E

<p>including children, young people, parents and carers and professional colleagues.</p> <ul style="list-style-type: none"> <li>• Ability to communicate effectively with the public using a suitable level of fluency in spoken English, in line with the English Language requirement for public sector workers.</li> <li>• With supervision and on-going support, the ability to plan and prioritise workload within a flexible work environment.</li> <li>• With supervision, and on-going support the ability to critically analyse information to select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness.</li> </ul>	<p>A/I</p> <p>I</p> <p>I</p>	<p>E</p> <p>E</p> <p>E</p>
<b>Additional Requirements</b>	<b>Measure</b>	<b>Rank</b>
<ul style="list-style-type: none"> <li>• Ability to undertake travel in connection with the post duties</li> <li>• A commitment to undertake the Department of Education Assessed and Supported Year in Employment programme</li> <li>• Willing to work flexibly in accordance with the policies and procedures to meet the operational needs of the council.</li> <li>• Work in accordance with the Council's vision, priorities, values and behaviours</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>