

Profile Title:	Senior Social Worker	 BARNSLEY Metropolitan Borough Council			
Reports to:	Team Manager				
Employee Supervision:	None	Grade:	10	Profile Ref:	92690
Purpose of the Post					
Within the chosen service area to carry a complex workload reflecting high levels of risk, uncertainty and challenge, in line with the capability of an experienced social worker with a minimum of three years' post qualification experience in a social work role. To contribute to the practice development of less experienced social workers, modelling best social work practice in a manner consistent with the overall vision and aims of the service. Regular supervision will be in accordance with the departmental supervision policy.					
Responsibilities					
• 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. Communicate skilfully and confidently in complex or high risk situations, applying an understanding of the benefits and limitations of partnership work. • Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service. Anticipate, assess and manage risk to children and young people in more complex situations and produce high quality assessments. • Plan, implement and review a range of interventions for children, young people, families/carers in accordance with statutory/regulatory and operational standards, policy and procedures for the service. • Manage a complex workload independently, establishing a network of internal and external colleagues from whom to seek advice and expertise. Model and help others with effective workload management skills. • Make pro-active use of supervision to support effective practice, reflection and career development and to meet the objectives of Professional Development Reviews. • Maintain accurate, up to date records safely and confidentially in accordance with the Council's policies and procedures. Produce succinct, well-structured records and reports, clearly recording and reporting analysis and judgements. • Pro-actively engage with colleagues and a range of organisations to identify, assess, plan for and support the needs of children, young people, families/carers in order to promote positive change and independence, whilst demonstrating confident and effective judgement about risk to children and young people. • Play a positive role in practice development within the team, through mentoring and modelling good practice in assessment, interventions, inter- professional and inter-agency work. • Meet the requirements of the Professional Capabilities Framework, Experienced Social Worker level, and of registration with the Health Care Professions Council in respect of practice standards, conduct and professional development.					

Education and Training	Measure	Rank
- Degree in Social Work or equivalent qualification - If employed as a Social Worker since 2010, successful completion of the Assessed and Supported Year in Employment or the Children's Workforce Development Council's Newly Qualified Social Worker programme - Evidence of learning, through Continuing Professional Development and its application to practice and/or mentoring - Registration with the HCPC - Evidence of post-graduate study	A/D A/I/D A/I/D A/D A/I/D	E E E E D
Relevant Experience	Measure	Rank
- Substantial post qualifying experience as a social worker in a Children's Social Care role (a minimum of 3 years) including sound experience of working with children, young people and families, managing effectively challenging and complex casework in a statutory context - Experience of working with children, young people and families prior to qualification	A/I/D A/I	E D
General and Special Knowledge	Measure	Rank
- Knowledge and application of the values and principles underpinning children, young people, families/carers' involvement, including the right to access independent advocacy and complaints processes - Knowledge and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including where scope for professional judgement exists - Knowledge and application of social work interventions in more than one area of practice, including critical awareness of current issues and evidence based practice research - Knowledge of the principles and practice of mentoring - Knowledge and understanding of the Professional Capabilities Framework as it applies to the Experienced Social Worker level - Understanding of The Department for Education's forthcoming Knowledge and Skills Statements for child and family social work	A/I/T A/I/T A/I/T A/I A/I A/I	E E E E E D
Skills and Abilities	Measure	Rank
- Ability to communicate effectively, verbally and in writing, to a range of audiences including children, young people, parents and carers and professional colleagues and the 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. - Ability to manage workload independently, maintaining professionalism in challenging circumstances - Ability to establish a professional network to support development of skills - Ability to gather information so as to inform judgement for interventions in more complex situations and in response to challenge, clearly reporting and recording	A/I/D A/I A/I A/I	E E E E

analysis		
• Demonstrate skilled use of a range of frameworks for assessment and intervention	A/I/T	E
• Ability to contribute to practice development and promote a learning culture	A/I	E
• Ability to use electronic business support processes for maintaining case recording and diary management	A/I	E
• Ability to mentor less experienced staff	A/I	D
Additional Requirements	Measure	Rank
• Ability to undertake any travel in connection with post duties	A/I	E
• Willing to work flexibly in accordance with the policies and procedures to meet the operational needs of the council	A/I	E
• Work in accordance with the Council's values and behaviours	A/I	E