


Profile Title:	Experienced Social Worker	 BARNSLEY Metropolitan Borough Council			
Reports to:	Team Manager				
Employee Supervision:	None	Grade:	9	Profile Ref:	46885
Purpose of the Post					
<p>To carry a workload reflecting increasing complexity, risk, uncertainty and challenge, in line with the capability of a social worker with a minimum of two year's post qualification experience in a social work role. Regular supervision will be in accordance with the departmental supervision policy. To work within relevant current legislation and the procedural framework of the Council and to work collaboratively with children, young people and families/carers to assess their needs and plan and deliver services in accordance with the social work team's service area.</p>					
Responsibilities					
<ul style="list-style-type: none"> • Work in partnership with children, young people and families/carers and, through building effective Relationships, to elicit their needs and views and promote participation in decision making. • Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service and in the context of assessing risk to children and young people. • Plan, implement and review a range of interventions for children, young people and families/carers in accordance with statutory/regulatory and operational standards, policy and procedures for the service. • Manage a workload independently, seeking support and suggesting solutions for workload difficulties. • Make pro-active use of supervision to support effective practice, reflection and career development and to meet the objectives of Performance 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 and families/carers in order to promote positive change and independence, whilst demonstrating confident and effective judgement about risk to children and young people. • Liaise, negotiate, influence and collaborate with a variety of internal and external stakeholders, developing effective relationships, resolving conflicts, promoting the service and gathering information as required. • Meet the requirements of the Professional Capabilities Framework, Social Worker level, and of registration with the Health Care Professions Council in respect of practice standards, conduct and professional development. • Undertake any other duties commensurate with the role as requested by management. 					

Education and Training	Measure	Rank
<ul style="list-style-type: none"> 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 Registration with the HCPC Evidence of relevant continuing professional development 	A/D	E
	A/D	E
	A/D	E
	A/I/D	E
Relevant Experience	Measure	Rank
<ul style="list-style-type: none"> A minimum of two years post qualifying experience as a social worker working with children and families in a multi-agency context 	A/I/D	E
<ul style="list-style-type: none"> Experience of working with children, young people and families prior to qualification 	A/I	D
General and Special Knowledge	Measure	Rank
<ul style="list-style-type: none"> Knowledge and understanding of the values and principles underpinning the involvement of children, young people and families/carers, including the right to access independent advocacy and complaints processes 	A/IT	E
<ul style="list-style-type: none"> Knowledge and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care 	A/I/T	E
<ul style="list-style-type: none"> Knowledge and understanding of the practice area relevant to the post, including critical awareness of current issues and evidence based practice research 	A/I/T	E
<ul style="list-style-type: none"> Knowledge and understanding of the Professional Capabilities Framework as it applies to the Social Worker level 	A/I	E
<ul style="list-style-type: none"> Knowledge and application of social work interventions in more than one area of practice 	A/I	E
<ul style="list-style-type: none"> Knowledge and understanding of effective customer care 	A/I	D
<ul style="list-style-type: none"> Candidates must demonstrate understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice 	A/I	E
<ul style="list-style-type: none"> Understanding of The Department for Education's forthcoming Knowledge and Skills Statements for child and family social work 	A/I	D
Skills and Abilities	Measure	Rank
<ul style="list-style-type: none"> Ability to communicate effectively, verbally and in writing, to a range of audiences including children, young people, parents and carers and professional colleagues 	A/I/T	E
<ul style="list-style-type: none"> 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 	A/I	E

workers.		
<ul style="list-style-type: none"> Ability to manage workload independently, maintaining professionalism in more challenging circumstances and seeking support and suggesting solutions for workload difficulties 	A/I	E
<ul style="list-style-type: none"> Ability to gather information so as to inform judgement for interventions in more complex situations and in response to challenge, clearly reporting and recording analysis 	A/I	E
<ul style="list-style-type: none"> Ability to use a range of interventions effectively and evaluate them in practice 	A/I/T	E
<ul style="list-style-type: none"> Ability to use electronic business support processes for maintaining case recording and diary management 	A/I	E
<ul style="list-style-type: none"> The ability to be a source of reliable knowledge and advice to colleagues 	A/I	D
Additional Requirements	Measure	Rank
<ul style="list-style-type: none"> Ability to undertake any travel in connection with post duties 	A/I	E
<ul style="list-style-type: none"> Willing to work flexibly in accordance with the policies and procedures to meet the operational needs of the council 	A/I	E
<ul style="list-style-type: none"> Work in accordance with the Council's values and behaviours 	A/I	E