

### **Job Capsule Supplementary Information: *Social Worker Children in Need Team***

**This supplementary information for *Social Worker Children in Need* is for guidance and must be used in conjunction with the Job Capsule for**

**Job Family: People/Social Care Job Zone 4 Level 1**

**It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.**

#### **Team:**

This is a thriving & dynamic team, working in the area of child protection, Court work and with Children in Need where there is a high level of concern.

You will be a versatile, agile and experienced social worker. You will have experience in dealing with complex needs, covering mental health and substance mis-use. Your remit will include taking responsibility for a caseload including cases in court proceedings, mentoring social work assistants, and childcare professionals and undertaking a range of duties and responsibilities on behalf of the Department.

#### **Role Purpose:**

- To develop and support a comprehensive service for children and young people.
- To provide a comprehensive Children in Need service to children and families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.

- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities.

**Example outcomes or objectives that this role will deliver:**

- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for children and young people using the broad categories of services and resources available to children and families to meet identified needs.
- To establish a network of internal and external colleagues from whom to seek advice and expertise.
- To take a leading role in the Department's provision of a comprehensive Children in Need service .
- Plays a leading role in practice development in the team and help sustain a learning culture.
- To provide professional support and supervision to designated students in the team.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's child care policies and within the framework of an integrated range of services for children and their families.
- To take shared responsibility in ensuring that services offered to clients meets the needs of the multi-racial and multi-cultural community in Camden.
- To participate in the development and updating of policy, practice and procedures as relevant to the post.
- To be aware, understand and make use of research and developments to the work of the Children in Need Service.

**Relationships:**

*(Nature of relationships and partnerships e.g. internal, external, and level)*

- Establishes a network of internal and external colleagues from whom to seek advice and expertise
- Engages positively with and contributes to organisational development

**Work Environment:**

*(Describe the work environment e.g. office based, outdoors etc.)*

- This is an office base position; however the Social Worker will undertake home visits.

**Technical Knowledge and Experience:**

*(E.g. qualifications that are essential for the role and / or examples of the experience role holders would be expected to have in order to succeed in the role)*

- Diploma in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of social service department.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to Children in Need.
- To demonstrate knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, the issues faced by/needs of disadvantaged families with children.
- Experience of undertaking complex assessments of a child's needs and/or risk; of designing and implementing care/protection plan and completing court work; of monitoring and reviewing such plans over a period of time.

### **Support and Supervision:**

- Supervision to staff is provided on a monthly basis. Where more support is required further supervision is provided.

### **Learning and Development:**

- Camden offers excellent training courses. Camden also has an appraisal scheme.

### **Camden Way Five Ways of Working**

*In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.*

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>