

Job Profile: Social Worker - Looked After Children and Care Leavers Team (LAC)

This supplementary information for *Social Worker Looked After Children and Care Leavers* is for guidance and must be used in conjunction with the Job Capsule for Social Care at Level 4 Zone 1

Camden Way Category 4

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:

The team is part of an integrated Looked After Children's service comprising of a virtual Looked After Children Academy, a specialist health team and targeted CAMHS provision. In this role, you will have the opportunity to work with professionals of every discipline. With a remit spanning childcare planning, court proceedings and service development, you're guaranteed different challenges every day.

In this role, you will ensure that services offered by the team meets the needs of LAC children ensuring that assessments, child care planning and interventions are effective in promoting optimal outcomes for LAC. The role demands close collaboration and good working relationships across the integrated service and CIN teams and Care Leavers to deliver an integrated approach to child care planning.

Role Purpose:

- To develop and support a comprehensive service for LAC children and young people.
- To provide an integrated Looked After Children's 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 and work in partnership to deliver high quality services and positive outcomes for LAC
- To take a leading role in the Department's provision of a comprehensive LAC and Care Leavers service.
- Play 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 LAC and Care Leavers Service.

Relationships:

- 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:

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

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 and also has an appraisal scheme.

Technical Knowledge and Experience:

- Must have a Diploma in social work or equivalent qualification and HCPC registered
- Good working 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.
- To have experience in balancing the pressures of meeting deadlines and balancing a complex case load as a 'corporate parent'.
- To have the ability to reflect on the 'use of self' in case work and engage in reflective supervision.

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 by clicking [HERE](#)