

Job Profile Information: Social Worker - Children and Young People Disability Service 0-25 (CYPDS)

This supplementary information for Social Worker (CYPDS) is for guidance for Job 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:

CYPDS is a specialist Social Care provision for children and young adults with complex and profound disabilities, based within the London Borough of Camden Supporting People Directorate. We work with children, young people and young adults and their families from birth up to the age of 25 providing both statutory and social care support needs.

CYPDS work closely with a range of statutory and voluntary service providers including education, health and housing to ensure a holistic package of support is in place to promote positive outcomes for children and young adults including a clear focus on the young person's transition to adulthood. This may include information, guidance and advice on local, universal provision and services in Camden, Short Breaks (respite), as well as Child in Need, Child Protection, Looked After Children statutory services and Care Act Assessments and support planning for young adults over the age of 18.

Role Purpose:

- We are looking for a super talented, highly motivated post qualified Social Worker who is keen to progress and share our values of working as one team and finding better and more innovative ways of doing things within CYPDS.
- You will need to be to a person centred and pro-active analytical thinker, with embedded experience of working in an integrated setting with disabled children and young people and experience of safeguarding. You will also need to be a strong team worker, who brings ideas for service delivery and in partnership with parents and young people.
- You will be part of developing and supporting a comprehensive service for Disabled Children and Young People and their families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.
- You will work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.

- You will demonstrate a high level of professionalism, ensuring professional social work standards are maintained at all times.

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, young adults and their 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 service.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's child care and adult policies and within the framework of an integrated range of services for children, young adults 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 and help sustain a learning culture.
- To be aware, understand and make use of research and developments to the work of the children and young adults with complex disabilities.
- To hold a caseload of statutory cases including Child in Need, Child Protection, care proceedings, Looked-After Children and Transition work to prepare young people for adulthood.
- To provide undertake direct work with children, according to their communication needs, ensuring their views and wishes are obtained and are incorporated into the care planning and intervention provided.

Relationships:

- To work as part of a Social Work team, with support of your peers, colleagues and Managers to continually enhance your experience and professionalism.
- To establish a network of internal and external colleagues from whom to seek advice and expertise and to develop and maintain effective working relationships with internal and external partners including statutory, voluntary and independent agencies.
- To model the appropriate use of authority across a range of situations and work with the authority inherent in their positions, including when working within multi-disciplinary teams.
- To models effective engagement with a wide range of children young people and their families in challenging situations, to develop and maintain effective engagement, including situations of hostility and risk.
- To promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.

- To keep up to date with professional developments and debates, especially in regard to the specialist group worked with.
- To engage with children, young people and their families from a co-productive position which will inform practice and service delivery design.
- To work in a flexible manner, undertaking such duties as may be required according to the needs of the service as directed by the appropriate manager.

Work Environment:

- This is an agile working office base position, (including being based at a Health Centre). The role requires Social Workers to attend home visits and attend meetings at various sites across the borough.
- You will be provided with an agile working kit, including Laptop, Mobile phone which enables you to work from a range of sites.

Technical Knowledge and Experience:

We are looking for a post qualified Social Worker who can demonstrate their sound knowledge and practice experience in the following:

- Diploma in social work or equivalent qualification. Hold a current Social Work England (previously HCPC) registration.
- Excellent working knowledge of the legislative frameworks relating to children and young adults, including recent legislative reforms and how this translates to working practice and positive outcomes for children and young people with disabilities
- Ability to undertake appropriate assessments, plan interventions, review and evaluate outcomes, as well as the ability to develop a working knowledge of commissioning and resources within budget restraints
- 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 and young adult'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.
- To be aware of and able to implement departmental policies and procedures relating to children and young adults with disabilities, including child protection, Child in Need, Looked After Children, Transitions Planning, Adult Assessment and Planning, Short Breaks and Leaving Care procedures to inform practice.
- IT literate with excellent written and verbal communication skills.

- Good negotiation and influencing skills and ability to deal with conflict, hostility and vulnerability. Balancing competing needs of supporting families, but remaining child focused and ensuring disabled child and young person's needs/safeguarding issues are addressed.
- Operate as efficiently as possible, manage own deadlines, prioritise own work and ensure timescales are met, using own initiative.
- Experience of managing a dynamic, complex and diverse caseload.
- Knowledge of resources to meet needs of disabled children, young people and their families.
- Supervision to staff is provided on a monthly basis. Where more support is required further supervision is provided.
- Individual and Reflective Group Supervision, and development in systemic practice, supported by the training provided by the Tavistock.
- Camden offers an excellent range of training courses designed to enhance learning and professional development.

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