

**Manchester City Council
Role Profile**

**Senior Social Worker, Grade 8
Children's Social Care, Directorate for Children's and Families
Reports to: Team Manager**

Job Family: People Care & Support Direct

Primary purpose and scope

To provide effective and high quality professional social work to children and their families in accordance with legislation, national, regional and local statutory guidance, policies and procedures with the outcome of improving the lives of children in Manchester city council. The post holder will work with stakeholders to effectively manage and plan for present and future risk situations of service users by assessing the needs of individual children drawing on their experiences and voices, and ensuring links to current practice, research and theoretical bases to inform care planning.

Key accountabilities

Understand the role of the child and family and child development

The post holder will be responsible for building effective professional relationships with children and families that enables full participation in assessment, and care planning based upon best evidence which addresses risk in all its forms.

The post holder will take account of child development theories and new learning to inform their practice and shape their assessment and analysis of risk and care planning, taking into account that each child is unique within developmental norms.

The post holder will assess the influence and impact of cultural and social factors on the child's development including key factors such as parenting styles, and the child's resilience/uncertainty to change and loss.

Understand factors that impact children including abuse and neglect

The post holder will identify the impact that social and environmental factors have on parents and carers ability to promote good outcomes for children accessing help for them via other services and adult interventions to promote the outcome of improving the child's outcomes. This will include early help, domestic violence, mental health services and coordinating as part of social work intervention to reduce concerning adult behaviours that could increase risk to children.



The post holder will exchange information with partner agencies as part of their responsibilities to safeguard and promote the safety of children. Taking into account the long term and acute aspects of child abuse in all its forms.

The post holder will lead investigations of allegations of significant harm listening and challenging appropriately the views of others to assess and analyse risk. As part of this the post holder will coordinate and lead a coordinated risk management plan to protect children from significant harm.

Undertake effective direct work with children and families

The post holder will demonstrate the ability to develop strong interpersonal skills to engage and motivate children and their families in a variety of circumstances such as child protection enquiries and assessment, in order to enable change.

The post holder will draw on theoretical evidence based interventions and research to inform their practice and interactions with children and families in all stages of their journey and interaction with social care from early help transition to adult services, independence and adoption.

Undertake child and family assessment demonstrating effective analysis, decision-making, planning and review

The post holder will have the ability to communicate clearly and sensitively with children of all ages and abilities drawing on a range of agreed evidence based communication methods to enable them to share their wishes and feelings.

The post holder will be able to demonstrate effective care planning utilising skills to critically evaluate risks alongside evident strengths in order to make effective decisions and ensure solution focused approaches to problem solving that draws on utilising finite resources to maximum effect. This will include working with the voluntary and community sector.

The post holder will be able to undertake clear jargon free case recordings, written reports which evidence clear analysis and rationale for decisions made.

Understand the law and the family justice system undertaking ongoing research

Understand the role of a Social Work within the family justice system and how relevant regulation and statutory guidance relates to the law and carry out all duties with due regard to confidentiality and data protection regulations and legislation. Keep records up to date in compliance with Manchester City Council recording policy and procedures.

Develop opportunities to share and reflect on decisions made on an ongoing basis, including seeking advice from other professionals and agencies

Demonstrate professional ethics



Ensure that all children and adults are valued regardless of age, gender orientation and disability.

Deliver performance management and service improvement

The post holder will support the leadership of the team and service through the provision of advice and supervision to colleagues, contributing to the ongoing development of staff, students and trainees. .Take responsibility under the direction of the team manager for the support and supervision of a student social worker on placement, acting as practice teacher if appropriately trained.

Will lead and co-work cases and specific areas of work that are complex and sensitive as part of supporting and developing colleagues development within the team and as part of this induction new staff. Ensure that the regular use of quality assurance processes in the development of frontline practice as part of supporting the improvement of practice and development of a high quality service to children and families.

Deputise for the team manager in their absence and or when directed to do so and assist the team manager in ensuring health and safety of staff and individuals and the safety of equipment and operations within the team, in accordance with health and safety legislation.

Personal commitment to continuous self development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications

Where the post holder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.



Senior Social Worker – Key Behaviours, Skills and Technical Requirements

Generic Behaviours: Manager

Demonstrating Resilience: Shows resilience and adapts to changing circumstances

- **Working Together:** Shares own knowledge and experience with others
- **Personal Responsibility:** Ensures the cause of a problem is addressed, not just the symptoms
- **Positively Aspiring:** Talks about and promotes the City's strengths and success stories with passion and commitment

Generic Skills

- **Communication Skills** – Is able to effectively transfer key and complex information to all levels of staff, adapting the style of communication as necessary and ensuring that this information is understood. Ability to communicate equally, appropriately and effectively with the widest range of individuals and groups across all sectors and levels of society.
- **Planning and Organising** –Has the ability to visualise a sequence of actions needed to achieve a specific goal and how to estimate the resources required. Ability to maintain focus and objectivity under various conditions and skill in managing and maintaining a multi-priority workload, progressing various ideas and plans concurrently.
- **Analytical Skills** – Demonstrate the ability to apply analytical and logical thinking to gathering and analysing information, designing and testing solutions to problems, and formulating plans. Application of strong analytical reasoning skills and intellectual focus, taking in the wider external and internal environments.
- **Problem Solving and Decision Making** – Ability to react to immediate problems of a highly complex nature with associated risk factors and deliver immediate solutions sometimes under extreme pressure.
- **Creative Skills** - Uses creative ability to find solutions and whilst considering policy and procedure is also confident in adopting (and justifying) novel or non standard approaches.
- **ICT Skills** – Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems.
- **People Management** – Ability to exert positive influence over the performance of others, promoting others' self-esteem, inspiring trust and fostering confidence in others' ability to achieve high standards, thereby enhancing a performance orientated culture which supports the delivery of high quality services to the community.

Technical requirements (Role Specific)

- Must hold a recognised social work qualification.
- To be registered with the Health and Care Professions Council (HCPC)



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- Must have a current valid Enhanced DBS (Disclosure and Barring Service) check