

**Manchester City Council
Role Profile**

**Social Worker, Grade 7
Children's Social Care, Children and Families
Reports to: Senior Social Worker/Team Manager**

Job Family: People Care & Support (Direct Provision)

Primary purpose and scope

To provide effective and high quality professional social work to children and their families in accordance with legislation; statutory guidance at national, regional and local levels; and policies and procedures, with the outcome of improving the lives of children in Manchester.

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.

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 roleholder 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.

Social Worker – Key Behaviours, Skills and Technical Requirements

Generic Behaviours

- **Demonstrating resilience:** Shows resilience and adapts to changing circumstances
- **Working together:** Shares own knowledge and experience with others
- **Personal responsibility:** Takes personal responsibility for making things work well
- **Positively aspiring:** Looks for and suggests better ways of doing things

Generic Skills

- **Communication Skills:** Is able to effectively transfer key and complex information, 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:** Demonstrate excellent judgement skills under competing priorities and pressure
- **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:** Strong decision making skills with the ability to resolve complex issues in a pressurised environment.
- **ICT Skills:** Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems.

Technical requirements (Role Specific)

- Social Work Qualification [need to add in a statement here regarding those in the Assessed and Supported Year of Employment who are appointed to Grade 6, SCP 31 and progress to Grade 7 on completion of qualification]
- Willing to consent to and apply for an Enhanced DBS (Disclosure and Barring Service) check
- Registered with the Health Care Professionals council
- Willingness to travel to any location within Manchester City boundaries