

## JOB DESCRIPTION

# WARRINGTON Borough Council



**DIRECTORATE:** Families and Wellbeing

**SERVICE:** Children's Social Care

**JOB TITLE:** SOCIAL WORKER MASH

**GRADE:** 7/8

**LOCATION OF WORK:** As required across all work locations within Warrington Borough Council and outside the geographical area as required through service provision

**DIRECTLY RESPONSIBLE TO:** Team Manager

**HOURS OF DUTY:** 37 hours per week

### **PRIMARY PURPOSE AND SCOPE OF THE JOB:**

- To provide a statutory social work service to children and families working within local and national guidance and legislation.
- To embed and adopt our systemic model of practice rooted in relational work with families, which emphasizes people's relationships as key to understanding their experiences.
- Use evidence based interventions to instigate change to improve outcomes for vulnerable children and families.
- To undertake effective screening of new referrals into the service.

### **WORKING RELATIONSHIPS:**

The following list is not exclusive but represents the majority of services/personnel that the post holder will be expected to have working relationships with, some more frequent than others:

- Children, young people and their families/carers.
- Conference and Review Managers, Team and Service Managers, staff with particular responsibility for a service area e.g. legal officers, fostering, adoption
- Partners in other Divisions within the Directorate.
- Partners in other Council Directorates, particularly legal services, housing advice.
- Partners in Health Trusts, particularly those with responsibilities in working with children and families such as midwives, health visitors, named nurses, etc.

- Partners in criminal justice agencies such as the Police Service, Probation Area, and Youth Offending Team.
- Partners in voluntary sector services, particularly those services that have contractual relationships with the Division.
- Leadership team of Families & Wellbeing, Director of Children's Services, Operational Directors, Heads of Service and other Senior Officers within the Council. Elected members.

## **KEY TASKS AND ACCOUNTABILITIES:**

1. Effectively screen all new referrals into the service
2. Take responsibility for decisions made and demonstrate confidence in rational decision making.
3. Be curious and ask purposeful questions, with a focus on the root causes of the child and families difficulties.
4. Approach families with empathy, compassion and creativity using relationships for positive change.
5. Be respectful and think about the situation from the child and families perspective taking a whole family system approach.
6. Be able to reflect and use critical thinking to evaluate and analyse the needs of the child and the family's capacity to change / meet the child's needs.
7. Use a range of direct work approaches to elicit the views of children and families, whose voices are heard and responded to.
8. Communicate clearly and sensitively with children of different ages and abilities, their families.
9. Make good use of supervision to reflect on practice, planning and decision making skills.
10. Understand your legal and statutory responsibilities and execute these in children's best interests.
11. Take appropriate responsibility for your own conduct, practice and learning, maintaining an up-to-date and accurate record of activities in line with requirements of the social work regulator.
12. Operate successfully in a wide range of organisational contexts complying with departmental policies and procedures.
13. Help keep children safe and improve welfare and outcomes for children and families.
14. Respond to referrals and contacts received from a range of sources.
15. Undertake assessment of need and risk to children; use professional curiosity and authority while working in partnership, involving all key family members.
16. Identify the impact of adult mental ill health, substance misuse, domestic abuse, physical ill health and disability on family functioning and social circumstances and the effect on children.
17. Exchange information with partner agencies about children and adults where there is concern about the safety and welfare of children.
18. Establish the seriousness that different risks present and any harm already suffered by the child, balanced with family strengths and potential solutions.
19. Grade 8 Social Workers are expected to supervise student social workers while on placement once they obtain the Practice Educator Award.
20. Respond and liaise with the public, professionals and colleagues using appropriate methods of communication, recording as required on the appropriate system.
21. To take responsibility for own continuing professional development, maintaining an up-to-date and accurate record of activities in line with requirements of the social work regulator.

**GENERAL RESPONSIBILITIES:**

1. To comply with the statutory obligations of the Council and the Directorate.
2. To comply with all Health and Safety requirements in the performance of all duties.
3. To carry out all duties with due regard to confidentiality and data protection.
4. To comply with the professional regulators Code of Conduct.
5. To undertake any other duties as may be allocated from time to time, which are deemed to be commensurate with the designation and grading of the post.
6. A commitment to work outside of normal working hours as and when required.

**REVIEW ARRANGEMENTS:**

The details contained in this Job Description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the jobs may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this Job Description from time to time and will consult with the post holder at the appropriate time.

Date Job Description prepared/revised: 22 October 2018  
Prepared/revised by: Amanda Amesbury