

Job Description

Consultant Social Worker - Family Safeguarding

Education and Children's Services

Service:	Children's Services	Team:	Family Safeguarding
Location:	tbc		
Salary range:	SCP 35 – 40	Grade:	Grade 10
Reports to:	Team Manager	Staff responsible for:	Oversight responsibility for up to 2 Specialist Adult Workers and 1 Child and Family Practitioner

Job Purpose

Reporting to and working alongside the Family Safeguarding Team Manager, the Consultant Social Worker will support a team of Children's Services professionals and practitioners, to ensure the development, delivery and continuous improvement of specialist services for children, young people and their families and carers in Lancashire. The Consultant Social Worker will hold a small, complex caseload equating to approximately 60% of a full caseload and support the co-work of cases which require an advanced degree of professional expertise.

The Consultant Social Worker will support the upskilling of workers and developing group supervision, use of the LCS workbook and the embedding of motivational interviewing skills. The Consultant Social Worker will support the co-ordination and integration of team learning activities.

The Consultant Social Worker will hold oversight responsibility for up to two Specialist Adult Workers and a Child and Family Practitioner, and other areas of specified responsibility as outlined above. The post holder will deputise for the Team Manager when required as appropriate. The post holder may be required to work evenings, weekends and occasional public holidays, in order to meet service requirements in respect of service user needs.

The Consultant Social Worker will support the delivery of effective support and services to children, young people and families in line with the vision for Children and Families in Lancashire developed by the Children, Young People and Families Partnership Board which states;

Children, young people and their families are safe, healthy and achieve their full potential

To deliver this vision we have agreed some key outcomes:

Five Outcomes

1. Vulnerable children and young people are safe from harm and build resilience.
2. Children and young people achieve their full potential in education, learning and future employment.
3. Children and young people enjoy healthy lifestyles and know how to help others.
4. Children, young people and families have a voice in shaping the support they receive.
5. Children and young people live in Lancashire where they can enjoy a good quality of life, be happy and want to stay.

Accountabilities/Responsibilities

Service Delivery

1. To undertake assessments of children in need in accordance with the Assessment Framework and Working Together and to ensure robust and timely care planning for children looked after. To ensure that assessments are completed to a "Good" standard and within timescales.
2. To demonstrate consistently high standards of practice that put the needs of children at the forefront of all activity.
3. To evidence working in partnership with children and their families.
4. To ensure all children for whom the post holder is responsible have a clear care plan to promote their development, well-being and protect them from harm.
5. To operate within a performance framework and to strive to improve personal performance and meet identified development targets.
6. To actively promote anti-discriminatory practice and the celebration of diversity.
7. To carry out other duties as delegated by the Team Manager.
8. To co-work/support ASYEs and students as required.

Communication skills and information sharing

1. To use the Service's electronic communications system, database, spreadsheets, word processing packages and templates competently and promote the use of IT within the Team. To ensure a high standard of electronic social care recording for all children. To be responsible for accurately loading and updating the Service's database with children and families details/status
2. To ensure the Service's procedures for managing risk of significant harm to children are followed at all times, and to seek appropriate advice and authorisation from managers.
3. To conduct public care proceedings on behalf of the Service with appropriate guidance and authorisation. To ensure reports and statements for court, case conferences and looked after reviews are prepared to a "Good" standard, in time for deadlines and evidence involvement of children, families (including absent fathers) and carers.
4. To represent the Service in magistrates, County and High Courts.
5. To instruct solicitors, counsel and expert witnesses, in care proceedings with appropriate authorisation.
6. To follow the Service's procedures for the authorisation of placements, financial expenditure and accommodation of children.

Advocacy

1. Be able to represent children, young people, families, carers, groups, individuals and partner agencies to access services
2. Challenge injustice, discrimination and lack of access to services
3. Challenge poor practice
4. Advise children (age appropriate in a child centred way), young people, families, carers, groups and individuals about independent advocacy that can best meet their needs
5. Assist children (age appropriate in a child centred way), young people, families, carers, groups, individuals and partner agencies represent their views in all meetings affecting them.

Partnership and Collaborative Working

1. To convene and chair multi-agency child in need, child protection meetings and planning meetings.
2. To make full and appropriate use of the Family Group Conferencing process.
3. To play a leading role in improving practice and quality of assessments and care planning within the Team via mentoring assigned social work staff, leading Team meeting discussions and workshops, taking responsibility for updating the Team on practice developments and research findings, supporting the induction of new staff.
4. Co-working cases with social workers as required and accompanying them to court.
5. Lead responsibility for liaison with key agency e.g. Community Mental Health Team (CMHT), Health Visitors, Schools, Targeted Youth Support (TYS), Police, Probation as directed by the Team Manager.

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post-holder. This is not an exhaustive list of all tasks that may fall to the post-holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Customer Focused

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Our Values

We expect all our employees to demonstrate and promote our values:

Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification (Grade 10)
Consultant Social Worker – Family Safeguarding
Education and Children's Services

Ability, Skills and Experience specific to the functional team
Specific to Family Safeguarding • Ability to ensure that all assessments are completed within timescales to a 'good' quality. • To ensure that children, young people and families have access to a timely assessment. • Experience and skills to develop multi-disciplinary care plans focused on the outcomes and positive impact for children and young people. • Experience and skills to manage complex cases, including child protection investigations, pre-proceedings, proceedings and assessments of strength/risk/need to achieve positive outcomes. • Ability to undertake child protection investigations and assessments of risk/need, for cases which meet agreed threshold. • Work closely with adult's specialists to develop creative multi-disciplinary care plans for children who are subject to child protection or child in need plans. • Inform the Team Manager when they consider care/PLO proceedings may need to be initiated.

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Professional and/or academic level qualification or equivalent or substantial vocational experience in a relevant technical, scientific, specialised or operational field	E	A
CQSW, DipSW, BA in Social Work or equivalent	E	A
Management Qualification or significant management training	D	A, I
A professionally qualified, registered Social Worker adhering to the Social Work England professional standards and able meet the Knowledge and Skills statements for child and family social work.	E	A
Experience:		
At least 2 years post qualifying fieldwork experience	E	A
Experience of complex assessment work, child protection, care planning and reviewing, quality of services and outcomes for children young people and their families	E	A, I

Experience of working with limited supervision, setting priorities and managing competing workload priorities	E	A, I
Experience of working effectively with other agencies and professionals	E	A, I
Experience of risk management	E	A, I
Experience of working and delivering services in a culturally diverse environment	E	A, I
Managing/supervising staff and resources, supporting Student Social Workers (ASYEs) or less experienced staff	D	A, I
Team and staff development to ensure professional standards and procedures are met.	D	A, I
Knowledge and Skills:		
Have a knowledge of services relevant to children, young people, families, carers, groups and partner agencies needs and circumstances offered by the local authority and others and how to access other relevant services	E	A, I
Have a knowledge of legislation, guidance, policy and procedures	E	A, I
Have an in-depth knowledge of the children, young people, families, carers, groups and partner agencies they are working with	E	A, I
Keep up to date with learning, training and personal development with all relevant information and changes to services	E	A, I
Demonstrate professional competence in social work practice by using current knowledge and working within agreed standards of best social work practice and carrying out duties in accordance with the Social Work England professional standards	E	A, I
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others	E	I
4. This is an essential car user post. You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances, consideration may be given to applicants who as a consequence of a disability are unable to drive.	E	I