

## Advanced Social Worker – Children’s Services

---

**Department:** Children Young People Education and Skills

**Division:** Children’s Services

**Reports to:** Senior Social Worker

**JE Reference:** CYP561

**Grade:** CS11

**JE Date:** 21/10/2020

### Job purpose

Provide a comprehensive assessment and protection service to the children’s at-risk population in Jersey and their carers, delivering the day to day working of social work services, and accessing and facilitating resources so as to manage risk and meet identified needs.

### Job specific outcomes

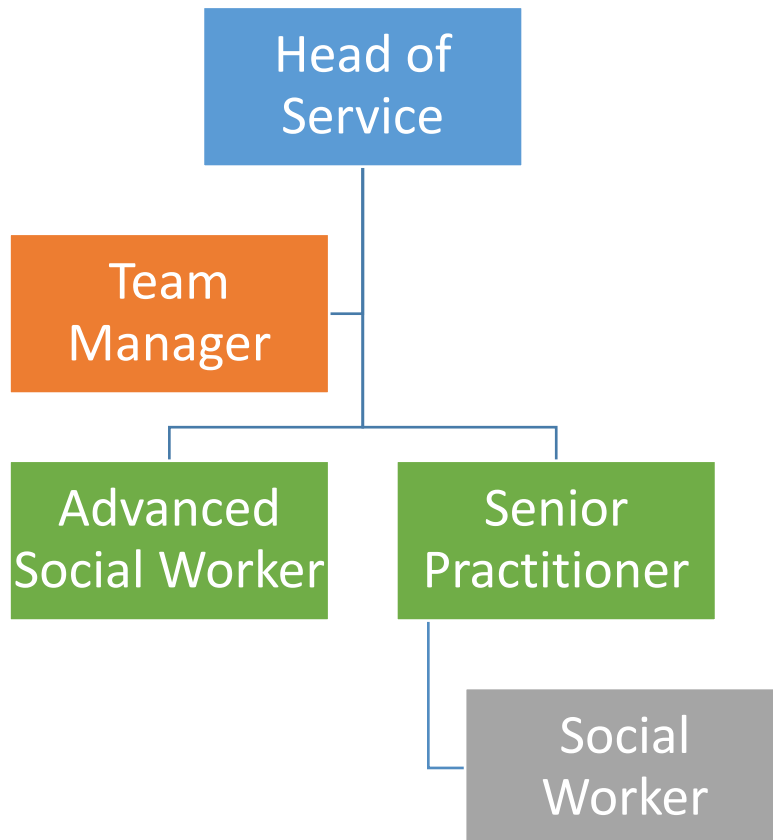
1. Advanced social workers have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals for work in situations of high complexity. To ensure strong and effective working partnership with the Principal Social Worker to develop best practice as professional lead in assigned teams.
2. Provide constructive challenge to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. They contribute to the development of knowledge and promotion of excellence in their field using evidence informed practice.
3. They make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence- informed practice.
4. Providing specialist professional leadership, across services or organisations, in areas such as safeguarding and child protection. To contribute to the delivery of high quality social work services to children and families to ensure the welfare of children is safeguarded and they are protected in accordance with the legal and statutory obligations of Jersey Children’s Service.
5. Providing professional mentoring and coaching around practice development of groups of staff and students, including supporting less experienced professionals to develop defendable, autonomous decision-making skills. Providing consultation and leadership in good practice and acting as Restorative and Relationship based Practice champions.
6. They recognise when they need to intervene to make an autonomous professional decision, but also when to support and enable less confident or less experienced social workers or other professionals to take the lead in decision-making
7. To contribute to the management of the team in meeting service objectives, key performance targets and statutory requirements of social work legislation by acting as high level practice consultants to social workers within the team, to other social workers and external professionals.

8. Working within a multi-disciplinary and multi-agency context, to develop strong and effective working partnerships with other agencies and services involved with children and families, by providing professional consultation and challenge, to ensure that positive outcomes are achieved in all key areas of their lives. To chair a range of meetings as appropriate to the role (complex case discussion, case mapping, review meetings, planning meetings, and multi-agency meetings).
9. Holistically assess individual needs and develop and design care and intervention plans that treat each person as a unique individual, in order to protect, promote and monitor the safety and welfare of children, young people and their parents/carers. Wherever possible, promote children's individual views and wishes in order to support their rights to control their own lives and to make informed choices about the services they receive.
10. Deliver appropriate, open, accurate and straightforward communication to service users and carers, clearly explaining service policies and the professional role and responsibilities of the social work team including any statutory intervention which may prove necessary, in order to establish and maintain the trust and confidence of service users and carers.
11. Challenge and report dangerous, abusive, discriminatory or exploitative behaviour or practice, including potential criminal offences, wherever this may be found, in order to ensure the wellbeing of service users and carers is safeguarded at all times. Follow risk assessment policies and procedures, and access specialist professional advice and guidance as necessary, to ensure that potential and actual risk is identified and managed, particularly in relation to those clients who are assessed as being the most vulnerable to risk of harm by self or others.
12. Maintain the highest standards of personal and professional conduct, adhere to relevant codes of conduct, policies, procedures and legislation and take responsibility for maintaining and improving personal knowledge and skills in order to ensure that the criteria for continuing professional registration are fulfilled and that members of the public and other professionals have confidence in the service.
13. Create and maintain clear and accurate records to ensure that all relevant information is held as required by established procedures and best practice and in line with data protection, confidentiality, disclosure and consent policies, always bearing in mind that such documents may be disclosable for the purpose of Serious Case Reviews, external inquiry and inspection, and to the Royal Court in respect of civil applications or in criminal proceedings associated with the protection of vulnerable individuals.

#### **Statutory responsibilities**

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice, in respect of managing the key project deliverables of programmes and costs through the active management of procurement, approval, financial and administrative procedures.
  - To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989
  - To work in accordance with the Data Protection (Jersey) Law;
  - This role is not politically restricted.
-

## Organisational structure



**Person Specification**

**Specific to the role**

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b></p>	<p>A professional qualification in Social Work (e.g. Degree, Diploma or equivalent in Social Work).</p> <p>Registered with the appropriate UK professional governing body i.e. the General Social Care Council and locally, must also register under the Health Care (Registration) (Jersey) Law 1995.</p>	
<p><b>Knowledge</b></p>	<p>Specialist knowledge in social work underpinned by theory and relevant practical experience.</p> <p>An understanding of children's &amp; adult Safeguarding issues. Good understanding of the management of risk and supporting vulnerable children and families in the community.</p> <p>Understands how to assess and manage risk when making complex decisions that may be disputed in court.</p> <p>Practical knowledge of assessing and arranging delivery of social care packages for caseload clients.</p> <p>Understanding of therapeutic services, their arrangement and provision.</p>	<p>Knowledge of the range of services provided both within CYPES, Health and Community Services, by other States Departments and by private and voluntary sector providers</p>

	<p>Knowledge of mentoring social work students and new entrants.</p> <p>Practical understanding of legislation relating to their specialist area of social work, the general workings of civil courts and the conducting of police investigations into related criminal activity.</p> <p>Understands how to maintain records according to confidentiality and data protection protocols.</p>	
<b>Technical / Work-based Skills</b>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p> <p>Ability to attain Enhanced DBS clearance</p>	Safeguarding certificated.
<b>General Skills/Attributes</b>	<p>Ability to work autonomously, with the capacity for independent, responsible, professional decision making, often whilst under considerable pressure.</p> <p>Organisational and administrative skills</p> <p>Ability to take on board complex facts or situations requiring analysis, interpretation and comparison of a range of options in order to arrive at a complex judgement.</p> <p>Able to communicate calmly and clearly using a variety of media on</p>	

	<p>sensitive and complex issues, including legislation, often in emotive situations.</p> <p>Able to facilitate the involvement of a range of stakeholders (public and private sector) to deal effectively with complex issues relating to vulnerable service users.</p> <p>Able to follow policy and understand the implications and ramifications for areas outside of their own area of responsibility.</p> <p>Highly resilient – good coping mechanisms for dealing with challenging, stressful and emotional situations involving vulnerable children and adults.</p>	
<p><b>Experience</b></p>	<p>Providing a social work service in a community, mental health or hospital setting; discharging statutory social care functions on behalf of an organisation.</p> <p>Developing and implementing care packages.</p> <p>Co-ordinating support services and advising carers and families.</p> <p>Negotiating services for vulnerable service users, including issues involving child protection, vulnerable adults, mental and physical</p>	

	health issues and bereavement.	
--	--------------------------------	--

### Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities, attributes and behaviour indicators.

**The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.**