

## JOB DESCRIPTION

Job title	Social Worker
Company	Cuffe and Lacey Associates
Reports to	Service Manager
Location	Various
Hours	35 hours

### Job Purpose

We are looking for a fully qualified social worker with experience of working with assessment frameworks and a willingness to work therapeutically to support children and families. This role will involve completing assessments, delivering Therapeutic Life Story Work, and working within our contact centre, as well as providing additional support to other contracted services we provide.

Individual training and supervision for specific interventions will be provided.

### Principal Accountabilities

#### General Duties and Responsibilities

- To undertake independent assessments with families
- To carry out Therapeutic Life Story Work using the Richard Rose model (training provided)
- To work within our contact centre, including leading contact sessions, completing parenting plan work with families, and completing observation reports.
- To maintain accurate written and electronic records of work undertaken and to record appropriate information.
- To participate in meetings in an active and constructive way when required to do so.
- To agree with families how personal information will be used, recorded and shared with others within confidentiality policies.
- Operate within policy, legal, ethical and professional boundaries when working with families.
- To participate in individual supervision, appraisal sessions and team meetings.
- To maintain up to date knowledge and skills as required by the role.
- To alert line manager of any significant changes or events which affect the implementation of the agreed plan or any issues which may impact upon the child's wellbeing.
- To undertake other duties and responsibilities appropriate to the salary grade and the overall purpose and principles of the job.

#### Supporting Families

- Engaging with families and developing and maintaining a supportive and empowering relationship founded on mutual respect, trust and the strengths of families.
- To maintain a caseload, providing individual support and group interventions.
- To work in partnership with parents to encourage independence and self-reliance and to help them to develop a consistent and positive approach to parenting aimed at addressing behaviours and overcoming challenges.

- To promote and facilitate parental understanding of a child's needs.
- Use persistent and proactive interventions when working with parents to enable positive changes in their lives.
- To work directly with children developing positive relationships and providing appropriate support to address a range of needs including disruptive and challenging behaviour.
- To support parents to provide an appropriate environment in which children and young people feel safe and which encourages the development of their self-esteem and resilience.

#### Enabling Involvement and Participation

- Encourage families to engage in community activities
- Enable referrals to specialist and other services for individuals within the families in accordance with local protocols.
- To work in partnership with a variety of agencies including education and the voluntary sector to support families in the local communities with an emphasis on supporting those families that find it difficult to engage with services
- To particularly ensure services are accessible to parents with additional needs, or disabled children and that they are supported to access community services and activities.
- To support parents in becoming involved with developing local community services and networks and building on parental strengths to empower and equip them to access wider opportunities in education, work and volunteering.

## PERSON SPECIFICATION

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The following criteria are appropriate for this post. You must meet the essential criteria to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training
Essential:
<ul style="list-style-type: none"> <li>Degree in Social Work</li> <li>HCPC Registration</li> </ul>
Desirable:
<ul style="list-style-type: none"> <li>Any therapeutic intervention training – please provide details</li> </ul>

Knowledge & Experience
Essential:
<ul style="list-style-type: none"> <li>Direct experience of working with children and families.</li> <li>Direct experience of completing assessments with families using the Single Assessment format.</li> <li>Knowledge of child development and its influence on parent/child relationship in every stage of child's development.</li> <li>Knowledge of legislation relevant to working with children and families involved in the public and/or private family law process.</li> <li>Understanding of child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults.</li> <li>Experience of setting appropriate professional boundaries with families.</li> <li>Knowledge and direct experience of developing and maintaining effective relationships with children and adults.</li> <li>Practical knowledge and experience of working with vulnerable families and being aware of any issues a practitioner may face while working with vulnerable families.</li> <li>Understanding of child protection and safeguarding policies and procedures.</li> </ul>
Desirable:
<ul style="list-style-type: none"> <li>Experience of working with families with complex needs who typically find it difficult to engage with services.</li> <li>Direct experience of working in partnership with schools.</li> <li>Demonstrable experience of sharing information to improve outcomes.</li> <li>Experience of using the Common Assessment Framework (CAF) to improve outcomes.</li> <li>Experience of facilitating group work for children and/or parents.</li> <li>Knowledge of additional support services available for families and experience of signposting or referring families to these services.</li> </ul>

- Experience in supporting families to make positive choices.
- Experience of supporting parents in managing children's challenging behaviour.
- Practical experience of working with parents one-to-one and experience of providing support to families in their own home.

### Skills & Attributes

#### Essential:

- Able to work flexibly to meet demands of the service including some evening and weekend working, if required.
- To work flexibly in responding to the needs of families as they emerge.
- Able to communicate effectively and concisely and with a range of different individuals and groups
- Ability to effectively plan and prioritise work load associated with case work.
- Ability to travel.
- Ability to engage and motivate resistant and hard to reach families.
- Confidence and ability to work alone and prepared to work with families in their own homes.
- Committed to improving the outcomes for families.
- Create, maintain and develop relationships with families and professionals and to maintain professional boundaries.
- Able to keep excellent records of work.
- Able to use IT systems.
- Committed to improving outcomes for children and their families.
- Committed to anti-oppressive and anti-discriminatory practice.
- Effective verbal and written communication skills.

#### Desirable:

- Bi-Lingual Speaker