

Role Profile

Part A - Grade & Structure Information

Job Family Code	10SW	Role Title	Advanced Social Worker
Grade	PS10SC	Reports to (role title) Directorate	Team Manager Children, Families, Learning and Communities
JE Band	371-438	Service	Children's Service, Family Resilience, Safeguarding, Corporate Parenting
		Team	Family Safeguarding Hub, Quadrant Assessment, Family Safeguarding, Looked After Children and Care Leavers, Academy Teams
		Date Role Profile was created	01/12/2018

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>Surrey aims to work alongside families, to respect families and their rights, to work with them in partnership and with their informed consent, to recognise their strengths and help them identify their needs. Our overarching duty is to promote the upbringing of children within their families, where this is compatible with the welfare of the children.</p> <p>Social workers in Surrey will be supported to develop high levels of skill in motivational practice which they will use to help parents identify the aspects of their lives/behaviours that they want to change and provide the help and support families, on a partnership basis, that they need to support them in their change.</p> <p>Specific areas of work will vary depending on the team but will include:</p> <ul style="list-style-type: none"> - management of triage of contacts to the service to ascertain whether contacts from families,
Work Context	The role holder works under the supervision of the team manager (or PSW in the case of the Academy advanced social worker) and deputises for them during short term absences; responsibility for the supervision of non-professionally qualified staff, following appropriate training on staff supervision and assessment of competence. The complexity of tasks undertaken by the post holder will be determined by level of skill and experience of the worker and children and families presenting needs through discussion in supervision.
Line management responsibility if applicable	Supervises trainee social workers, family support, children's practitioners, children's information officers or leads the training and development of NQSWs
Budget responsibility if applicable	No direct budgetary responsibilities but responsible for resource management of team and authorisation of spend on children and families.

<p>Representative Accountabilities</p> <p>Typical accountabilities in roles at this level in this job family</p>	<p>Casework Management</p> <ul style="list-style-type: none"> Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance. Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk. <p>Assessment and Review</p> <ul style="list-style-type: none"> Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. <p>Safeguarding</p> <ul style="list-style-type: none"> Take the lead in managing positive interventions that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect. Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures. <p>Staff Development</p> <ul style="list-style-type: none"> Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff. Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff. Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASYE assessor and supervisor for newly qualified social workers in the team. As part of the supervision and appraisal process provide support with personal and professional development. Share and present professional knowledge and expertise to colleagues within the team and with other partners. <p>Data Quality</p> <ul style="list-style-type: none"> Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. Take responsibility for working within the Directorate's data protection policies. <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, safety and welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
---	--

Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> • Relevant professional qualification and registration where required. • In depth and up to date applied knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of social care services. • Understanding of the principles of confidentiality and information governance and how these apply to social care. • Understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to effectively engage with people in complex situations both short-term and building professional relationships over time. • Ability to engage in difficult conversations in challenging situations and with people who may be resistant. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to make skilled professional judgement for interventions including in crises and in response to challenge. • Ability to understand and take account of differentials in power, and use authority appropriately • Ability to develop partnership relationships in order to work effectively in a multi-agency and multi-disciplinary environment, demonstrating mutual professional regard and a collaborative approach to person centred working. • Ability to chair a range of meetings and offer expert support at case meetings. • Competent in the use of basic IT skills • Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources. • Experience of providing professional reflective supervision.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none"> • Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by the HCPC. • Registered or in process of registering with the HCPC. • Substantial experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives in a UK statutory setting. • Able to demonstrate understanding of the needs of children/young people in their specialist area • Ability to evidence skills in or willingness to develop Motivational Interviewing practice, • Up to date working knowledge of relevant UK child care law, statutory guidance and Working Together 2018
Role Summary	<p>Roles at this level provide a professional social work, occupational therapy and other support to individuals, children their families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. Using professional judgement employ a range of interventions promoting choice, control and independence. They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including more senior levels.</p>

