

# Role Profile

## Part A - Grade & Structure Information

<b>Job Family Code</b>	10SW	<b>Role Title</b>	Senior Supervising Social Worker
<b>Grade</b>	PS10SC	<b>Reports to (role title)</b>	Team Manager
		<b>Directorate/ School</b>	Children, Families, Learning and Communities
<b>JE Band</b>	371-438	<b>Service / Department</b>	Corporate Parenting
		<b>Date Role Profile was created</b>	15/09/2020

## 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.

<b>Role Purpose</b> including key outputs	To recruit, assess and supervise foster carers and their families to provide care for Surrey's Looked After Children. As part of the Fostering Team the role will be to increase our pool of foster carers, and ensure that foster carers receive adequate and appropriate training and supervision for the tasks they fulfil. The role holder will promote Corporate Parenting by working alongside Social Workers and other agencies to ensure children's care plans are met. They will ensure that children and young people are adequately protected in line with SCPC and departmental policy and procedures and relevant legislation. This will involve working within statutory responsibilities and departmental policies, including recording, report writing, file access, complaints and confidentiality. The role holder within the assessment part of the service will also present Foster Carer Assessments (Form F) to Surrey's Foster Panel. The role holder will ensure that Looked After Children reach their full potential in respect of the five outcomes and have equal access to services.
<b>Work Context</b>	The role holder works under the supervision of the team manager and is based within the general or assessment Fostering services. 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.
<b>Line management responsibility</b> if applicable	N/A
<b>Budget responsibility</b> if applicable	No direct budgetary responsibilities but responsible for resource management of team and authorisation of spend on children and families.
<b>Representative Accountabilities</b> Typical accountabilities in roles at this level in this job family	<p>Casework Management</p> <ul style="list-style-type: none"> <li>Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance.</li> <li>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.</li> </ul> <p>Assessment and Review</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul> <p>Safeguarding</p> <ul style="list-style-type: none"> <li>Take the lead in managing positive interventions that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect.</li> <li>Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures.</li> </ul> <p>Staff Development</p> <ul style="list-style-type: none"> <li>Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff.</li> <li>Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff.</li> <li>Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASYE</li> </ul>

	<ul style="list-style-type: none"> <li>• Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASSESSOR and supervisor for newly qualified social workers in the team.</li> <li>• As part of the supervision and appraisal process provide support with personal and professional development.</li> <li>• Share and present professional knowledge and expertise to colleagues within the team and with other partners.</li> </ul> <p>Data Quality</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Take responsibility for working within the Directorate's data protection policies.</li> </ul> <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, safety and welfare: Responsible for ensuring health &amp; safety policies, procedures and legislation are fully implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p>
<b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Relevant professional qualification and registration where required.</li> <li>• 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.</li> <li>• Understanding of the principles of confidentiality and information governance and how these apply to social care.</li> <li>• Understanding of diversity and how it affects practice.</li> <li>• 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.</li> <li>• Ability to effectively engage with people in complex situations both short-term and building professional relationships over time.</li> <li>• Ability to engage in difficult conversations in challenging situations and with people who may be resistant.</li> <li>• Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way.</li> <li>• Ability to make skilled professional judgement for interventions including in crises and in response to challenge.</li> <li>• Ability to understand and take account of differentials in power, and use authority appropriately</li> <li>• 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.</li> <li>• Ability to chair a range of meetings and offer expert support at case meetings.</li> <li>• Competent in the use of basic IT skills</li> <li>• Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources.</li> <li>• Experience of providing professional reflective supervision.</li> </ul>
<b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b>	<ul style="list-style-type: none"> <li>• Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by SWE which allows for registration.</li> <li>• Experience in different areas of social work assessment.</li> <li>• Ability to identify the impact of power and work to develop anti-oppressive and anti-discriminatory practices.</li> <li>• Ability to sustain appropriate relationships and manage personal and professional boundaries, particularly with foster carers.</li> <li>• Hold a full valid driving licence, have use of a car, and be willing to travel round the county to meet the demands of the job.</li> </ul>
<b>Role Summary</b>	<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>
<b>Reference Number</b>	<p style="text-align: center;">BM-2022-446</p>