

## Job description

**Post:** Social Worker - Children and Families

**Department:** Hospice at Home

**Reports to:** Locality Lead

The post holder will support the lead with the provision and continuing development of the Hospice's services for children and families where a parent is terminally ill or has died, using individual, family, and group work techniques. They will also contribute to the work of the Hospice's Multi-Professional Team by enabling colleagues to identify and respond to the needs of children and young people. In addition, the post holder will support the Lead in the development and delivery of the Hospice's training and education programmes relating to supporting children and young people.

This post includes some evening weekend and bank holiday working on a regular basis.

### Our values and behaviours

Our Values are summarised by the acronym **I CARE**. They support our vision, mission and culture, reflecting who we are together and as individuals.

#### I CARE

<b>Integrity</b>	<ul style="list-style-type: none"> <li>We are honest and open</li> <li>We are trustworthy and authentic in our dealings with others</li> <li>We always try to do the right thing</li> </ul>
<b>Compassion</b>	<ul style="list-style-type: none"> <li>We are kind, supportive and caring</li> <li>We have empathy and listen to those around us</li> <li>We are warm and positive in our interactions</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>We work together to make the Hospice's vision a reality</li> <li>We take responsibility for our work, performance and behaviour</li> <li>We acknowledge and learn from our mistakes</li> </ul>
<b>Respect</b>	<ul style="list-style-type: none"> <li>We are inclusive, we value difference and work together effectively</li> <li>We are sensitive to the thoughts, feelings and opinions of others</li> <li>We treat everybody with dignity</li> </ul>
<b>Excellence</b>	<ul style="list-style-type: none"> <li>We aim to be our best</li> <li>We are forward-thinking and open to change</li> <li>We share our skills, expertise and learning, striving for excellence together</li> </ul>

## **1. Key Responsibilities:**

- 1.1. To provide and take part in developing services for children and families.
- 1.2. To work directly with children and young people, pre and post bereavement, using appropriate interventions and best models of care.
- 1.3. To provide opportunities for children and young people to safely, creatively and therapeutically explore their feelings regarding illness and bereavement.
- 1.4. To undertake risk assessments of activities and premises in relation to supporting children and young people.
- 1.5. To help lead the development of services for children and families pre and post bereavement, within the organisation.
- 1.6. To advise, support and mentor other members of the multi-disciplinary team in working with children and families as appropriate.
- 1.7. To contribute to the multi-disciplinary team's understanding of the emotional, psychological, and social problems of children and families who may be from a variety of cultural and ethnic backgrounds.
- 1.8. To participate in the monitoring and evaluation of services provided for children and families.
- 1.9. To help lead the development and revision of policies, procedures and protocols relating to work with children and families, including the hospice's Child Protection Policy and Procedures.
- 1.10. To participate in audit and research projects relevant to services for children and families.
- 1.11. To provide specialist advice and guidance to other hospice staff in relation to safeguarding.
- 1.12. In collaboration with colleagues from the hospice's Volunteers team, ensure that all relevant procedures have been completed so as to establish that volunteers who contribute to groupwork with children and young people are safe to do this.
- 1.13. Ensure that they have up to date training in child protection and in working with children and families pre and post bereavement.
- 1.14. Ensure that these volunteers are well prepared for groupwork sessions are well supported and supervised throughout the time when children and young people are present.

## **2. Contribute to the Hospice's Education Programme**

- 2.1 To support the planning and delivery of education and training for internal and external staff in relation to the needs of children and young people facing parental illness and bereavement
- 2.2 To participate in training and educational programmes in relation to the delivery of services for children, young people, and families including Child Protection issues.

## **3. Reporting, Audit and Evaluation**

- 3.1 Maintain accurate and up to date records of activity, in accordance with Hospice systems and procedures and observing requirements of professional confidentiality.
- 3.2 Participate in an evaluation of this service.

#### **4. Professional Responsibilities**

- 4.1 To act within the legal and statutory rules relating to social work.
- 4.2 To maintain social work principles as laid down by Social Work England.
- 4.3 To take responsibility for own professional development – including attending agreed training courses, regular line management/supervision sessions and annual appraisal.
- 4.4 To keep up to date with the developments in children and families social work practice.

#### **5. Other Responsibilities**

- 5.1. To undertake any other such duties or general tasks and hours of work as may reasonably be required and to work in other locations within the hospice organisation.
- 5.2. Lead by example, exemplifying the Hospice values and behaviours – Integrity, Compassion, Accountability, Respect, Excellence.

A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in post.

This job description will be reviewed and amended in the light of changing professional demands.



## Personal specification

**Post:** Social Worker - Children and Families

**Development:** Hospice at Home

## Qualifications and Training

- Recognised qualification in Social Work e.g. BA, BSc, MA in Social Work, Diploma in Social Work, Certificate of Qualification in Social Work or in Counselling or Therapy (at Diploma level or above)
- Current registration as a Social Worker with Social Work England
- Qualification in working therapeutically with children
- Qualification in counselling or psychotherapy
- British Association for Counselling and Psychotherapy Accreditation
- Post Qualifying Award(s) in Social Work
- Teaching or Practice Education qualifications
- Bachelor (Honours) or Master's degree in a relevant discipline

## Work background and experience

- Experience of working with children, young people and families in a support and/or therapeutic role
- Experience of social work with children, young people and families including the exercise of child protection responsibilities
- Experience of working as a member of a multi- professional team
- Experience of working in a statutory children and families service
- Experience of working with children and young people facing parental illness or bereavement
- Experience of working with people who are terminally ill and/or people facing bereavement

### Particular skills and aptitudes

- Able to work flexibly and creatively with children and young people.
- Able to teach and to facilitate the practice development of volunteers, students and professional colleagues
- Working knowledge and competence in Word, Excel and Power Point
- Able to travel independently
- Current UK driving licence and use of a motor vehicle

### Specialist knowledge

- Understanding of child protection legislation, policy and procedures
- Knowledge of theory and practice relating to children, and young people facing parental illness and bereavement
- An understanding of the principles of palliative care

### Personal qualities and other requirements

- Able to communicate well with children and young people
- Able to communicate effectively with parents and other relatives
- Able to develop effective working relationships with other members of a multidisciplinary team
- Commitment to provision of a culturally sensitive service
- Able to identify own development needs
- Able to manage own time effectively
- Able to monitor and manage own levels of stress
- Flexibility and willingness to learn
- Awareness of, and commitment to the Mission, Vision and Values of the Hospice