

Job Description

For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Social Worker (Level 4)	JEID	SW004
Salary Grade:	Grade L		
Team:	Multi-Agency Safeguarding Hub (MASH)		
Service Area:	Children and Families; Initial Response		
Primary Location:	Warwick		
Political Restriction	This position is not politically restricted.		
Responsible to:	Team Manager		
Responsible for:	To contribute to learning of other Social Workers and non-qualified staff.		

Role Purpose

The Warwickshire Multi-Agency Safeguarding Hub (MASH) is a new team responsible for managing and responding to all children and adult safeguarding concerns. The MASH will consist of staff from a number of agencies working together in partnership.

The MASH Advanced Practitioners will work with other Social Workers and professionals across other agencies to provide the "front door" response to all referrals. This will include taking referrals from professionals and members of the public regarding children, young people and families from across the county. The team will work together to research and share information. Using this intelligence and allying safeguarding thresholds and professional judgement as an Advanced Practitioner you will lead risk analysis and risk management discussions.

The MASH will initiate a plan of action following the referral to ensure support for those children identified as in need, at risk of harm or on the edge of care are provided with support. Also ensuring those children who do not meet the threshold for safeguarding still have an equally robust response. We are dedicated to ensuring everything referred to the MASH leaves with a clear plan. We have established robust pathways with Early Help to ensure preventative intervention occurs where appropriate.

The MASH also initiates Child Protection Investigations, with partner agencies and where necessary initiate a MASH Meeting which will act as an initial, high level Strategy Meeting. The initial child protection investigation plan will be discussed and a management of risk plan established.

Role Responsibilities

Receive, risk assess and ensure appropriate response to complex child protection and child in need cases.

Work with other agencies to identify early intervention where appropriate.

Lead upon risk discussions and establish proposed management of risk plans.

To work in partnership with children, young people, families and professionals.

To undertake appropriate supervision and training as agreed in supervision.

To meet case related departmental targets, e.g. the timescales set for processing referrals and making decisions regarding referrals.

To contribute towards the learning of others, particularly less experienced Social Workers and through supervision of allocated Social Care Worker.

To contribute towards ensuring high quality records and decision making is maintained. Included where necessary contribution to authorising and auditing records where agreed and overseen by a manager.

Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

Generic Role Details

Job Role:	Social Care Worker – Level 4
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Main Tasks

- Provides a social work service, to a high professional standard, for individuals, families and groups in an anti-discriminatory manner.
- Practices social work accountably, within the prevailing legislative framework and Council policies and procedures, without the need for close supervision.
- Manages a case load, comprising mainly of the most challenging cases that involve vulnerable people with complex problems.
- Assesses referrals and designs plans for action, liaising with colleagues and other agencies as appropriate.
- Arranges the delivery and monitors the effectiveness of packages of support to meet people's identified needs.
- Works collaboratively with individuals, families, carers, communities, colleagues and other agencies.
- Undertakes safeguarding investigations, with suitable supervision, attending planning meetings, case

- conferences and reviews as required and performs a key working role where appropriate.
- Ensures that all recording of social work activity is carried out in accordance with policy and procedures.
 - Attends appropriate continuous professional development activities as are required and suitable, in agreement with the line manager and contributes to the professional development of colleagues, for example, through mentoring, coaching, practice assessing and modelling high standards of professional practice.
 - Provide formal supervision to a small number of unqualified staff if requested and gives informal supervision and support to social workers.
 - Assists managers to further develop the team. For example, by leading work streams designed to embed improvements to social work practice.
 - Can be available to work within any of the Council's localities.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Professional Social Work qualification and current registration as a social worker with the Health & Care Professionals Council (HCPC) and substantial post qualification experience	A, I, D
The ability to independently interpret and analyse varied and complex information or situations and to produce solutions over the medium term	A, I, T
The ability to identify and respond to needs of clients which may be exceptionally difficult to satisfy such as those with multiple impairments or suffering from a range of special difficulties arising from their circumstances, using enabling approaches whenever possible	A, I
The ability to undertake assessment of complex needs and develop, monitor and review appropriate programmes of care and support involving multi-agency delivery, for and in partnership with clients and carers	A, I
The ability to act on behalf of the Council as an advocate in a formal setting	A, I
The ability to make frequent decisions and exercise initiative independently to fulfil the requirements of the role, as agreed in supervision	A, I
The ability to work under a very high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands	A, I, T
The ability and experience to cope with intense emotional demands arising from the nature of the client group such as terminally ill clients or cases of child abuse	A, I
Ability to supervise a small team, including work allocation, monitoring performance management and support	A, I
Ability to work well with colleagues, including managers, as a member of a team	A, I
Mobility essential. Able-bodied applicants must be able to drive, have a driving licence and be a car owner. Disabled applicants should be able to perform the job	A, I, D

with aid, where necessary.	
To be able to operate a keyboard, our client database systems and employ basic computer knowledge and skills	A, I
Ability to communicate fluently, in writing and verbally, with a wide range of people	A, I, T
Evidence of the development of substantial post qualification expertise demonstrated by the attainment of: PQ consolidation, Enabling Others module and at least one other module on the appropriate specialist pathway and evidence of satisfactory completion of the NQSW,EPD competency programmes and/or In – house KSF level 3	A, I, D
Agreement to taking on the full responsibilities as set out in the main tasks for a Level 4 Social Worker	A, I
Satisfactory check through the Disclosure and Barring Service	D

Desirable Criteria

Assessed By:

Previous experience of working within a MASH or Duty setting	A, I

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving

people (including pupils) or objects	own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input checked="" type="checkbox"/> Significant use of computers (display screen equipment)	<input type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input checked="" type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	