

Newly Qualified Social Worker (NQSW)

Department: Children, Young People, Education and Skills

Division: Children's Services

Reports to: Team Manager

Job purpose

To provide a professional social work service to children, young people and their families, meeting established legislative requirements.

To participate and successfully complete the Assessed and Supported Year of Employment (ASYE).

To participate fully in the training and development offered during the ASYE.

NQSW's will be supported through a protected workload, professional development plan and protected time for learning and development.

Job specific outcomes

To undertake assessment in line with the "Framework for Assessment of Children in Need and their Families". To establish plans based on assessed needs of child/young persons in conjunction with their families.

To undertake casework ensuing that all case records are thoroughly maintained in accordance with the requirements of 2018 GDPR.

After appropriate training, to co-work child protection and adoption work.

To actively contribute in regular collection, collation and reporting at appropriate performance management, information which meets the needs of the Department and its service user.

To develop effective working relationships with other agencies/teams/organisations at all times.

To assist colleagues in carrying out statutory requirements and other work as appropriate.

To provide reports for Statutory Reviews, Child Protection Case Conferences and Panels as required. In addition, witness statements and other reports as directed by courts.

To participate in training and development activities, including the successful completion of a 12-month professional development programme.

To demonstrate professional capability against the Professional Capability Framework (PCF) for social workers.

To produce a portfolio of continuing professional development evidencing capability against the PCF.

To participate in regular supervision, professional development and reflective practice.

To undertake such other duties as required which fall within the purview of this post and are consistent with the job purpose and grade, subject to any reasonable adjustment under DDA.

To act in accordance with the Governments Constitution and other Codes of Conduct.

To participate in staff development, appraisal and training as appropriate, including continuous professional development.

To comply with the CYPES agreed policies and procedures including but not limited to Health and Safety, and Equal Opportunities Policies, the Data Protection Act, Freedom of Information Act, Financial Management Regulations and other relevant Government Regulations, Directives and Government of Jersey wide priorities.

To undertake any other tasks, duties and responsibilities as directed and appropriate to the grade and role of the post subject to any reasonable adjustments under the Disability Discrimination Act 1995 as incorporated into the Equality Act 2010.

To participate in the wider development of the service and contribute to service improvement as required.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Organisational structure



Person Specification

Specific to the role

Experience (Relevant work and other experience)	<ul style="list-style-type: none"> • Experience of working with children and families service users. • Experience of assessing situations and recording results. • Experience of multi-agency working. • Experience of writing clear and concise reports. • Experience of working with people from ethnic minority backgrounds and cultures.
Skills and Ability (written communication skills, dealing with the public, etc.)	<ul style="list-style-type: none"> • Understanding the key roles of a social worker and different methods of professional social worker practice. • Understanding of legislation and guidance applying to children and families work. • Ability to work in a team setting and in partnership with other professionals/agencies. • Able to manage a protected caseload of differing cases and complexity. • Able to empathise with situation of people experiencing social disadvantage and cope with consequential pressures. • Prepared to apply and work within procedures, policies and practices laid down by the Government of Jersey, and to be involved in their development. • Ability to work on own initiative to the completion of appropriate objectives. • Basic level of IT literacy.
Training	<ul style="list-style-type: none"> • Evidence of ability to identify own training needs. • Ability to present and share learning with colleagues.
Education/Qualifications	<ul style="list-style-type: none"> • BA (Hons) in Social Work or MA in Social Work.
Other	<ul style="list-style-type: none"> • Awareness of needs of people in multi-cultural society. • Understanding of disadvantage and social deprivation. • Able to demonstrate personal commitment to equality of opportunity and anti-discriminatory practice. • Prepare to work flexibly, to meet the needs of both the service and service users.

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 6 core accountabilities attributes and behaviour indicators.

Financial

The social worker has no direct responsibility for budgets however in developing care plans the social worker is responsible for identifying the resources required to deliver various elements of each plan, and providing a cogent, evidence based case for their use, bearing in mind the need to responsibly utilise finite resources in the most cost effective and efficient way. The design and implementation of care and protection plans will require the social worker to access various budgets and resources via the presentation of a case to a Panel such as the, the Adoption and Fostering Panel, the Children's Services Placement Panel or via case discussion with the senior social worker or line manager.

Staffing

On a case by case basis social workers will have responsibility for directing and supervising support workers allocated to the case. Support workers will work within a range of environments including the clients' own homes.

Social workers are, on occasion, responsible for supervising and supporting placements of student social workers whilst engaged in their professional training on the social work degree course and further post qualifying training.

Corporate Parenting

The Government of Jersey is committed to Corporate Parenting.

"Corporate Parenting is the collective responsibility of the Government of Jersey to provide the best possible care and protection for children who are looked after."

Relevant Statistics

Social workers will typically carry case responsibility for an active caseload of between 20 and 30 service users, the number of cases held being dependent upon level of need, complexity and level of risk. In each of these cases there will be an identified social work care plan which they are responsible for initiating, reviewing and re-assessing whenever appropriate. This care/protection plan normally includes contributions from a number of external services, coordinated, monitored and reviewed by the social worker to ensure the effectiveness and the prompt implementation of any necessary changes. These care plans can include contributions from a number of external agencies, examples of which include residential care homes, police, schools and nursery representatives, Education Welfare Officers, Regulation and Inspection, psychology services, Child and Adolescent Mental Health Service, Family Nursing and Home Care, Shelter Trust, Social Security, Housing etc.

Each social worker will carry a mixed caseload with a percentage of highly complex cases. Examples include: court report, directions hearing and full proceedings in a children's care case, a child protection investigation which involves undertaking interviews, working with the police on investigations, relocating individuals to facilitate their safety, and appropriate follow up work, onward referral, counselling, etc.