

**Social Worker (Advanced)**

**Grade:** Grade 14

**Hours per week:** 36

**Reports to:** Team Manager

**Responsibility for:** Supervisory Guidance to ASYE Social Workers,  
Placement Students

**Job Purpose:**

To undertake a range of statutory duties in accordance with the Children Act 1989 and in relation to children and their families who are in need/ in need of protection, and other child care services.

Working as a senior experienced practitioner providing guidance and challenge to less experienced workers. .

Promote and lead innovation with ideas of new ways of working from recognised sites of excellence..

**Key Deliverables:**

- Carry a number of complex cases including care proceedings and make assessments of need, plan appropriate resources and monitor and review in line with the policy framework.
- Liaise with other agencies in providing effective childrens services to individuals and families and develop effective partnership working.
- To provide informal support to less experienced and qualified SW's in the team and to contribute to on the job training in relation to team policies and procedures and induction arrangements.
- To engage children and families and build a quality of relationship that directly impacts on outcomes.
- Promote a practice philosophy which seeks to empower service users, build on individual strengths, and develop strategies which support them to understand, manage and respond to risk and to ensure assessments and plans reflect this.
- To contribute to the delivery of the Service's engagement strategy and, depending on level, have responsibility for a particular relationship.
- To build up a comprehensive knowledge of all available services and make full

use of them through evidence-based matching.

- To maintain records that evidence our engagement with children and families, informs the quality assurance framework e.g. quantitative, qualitative and outcome information for the children and families; the views and experiences of children and families
- To contribute to quality assurance exercises and activity as part of the service's quality assurance framework.
- To adapt personal practice in response to the findings from the quality assurance framework.
- To maintain up-to-date knowledge of research findings, legislation, statutory guidance and policy developments relevant to the service area.
- To apply the research evidence, legislation, guidance etc. in practice: in assessments, professional judgments, care plans, direct help and matching of child / family needs and services.
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### **Key Stakeholder Relationships:**

Internal: Other sections of Children's Social Care, Early Intervention Service, Integrated Youth Support Service, Other Children teams, Adults Social Care. Legal Services, Finance Services, Strategy, Commissioning, Procurement & Performance, Business Support Service, Councillors

External: Engagement with children and families will be a key contact.

Designated and named health professionals, CAFCASS, Probation service, Borough police, Police Child Abuse Investigation Team, Courts, Family Engagement Partnerships, Children's Centre Collaborations, Schools, Service providers in the private, voluntary and community sectors. Community / faith organisations. Adult mental health and substance misuse services, Domestic violence services. Local, national and London-wide adult mental health and substance misuse services, forums and research bodies.

**Statutory Responsibilities:** Local authority statutory responsibilities relating to children in need, including those in need of protection and looked after children.

**Political Restrictions:** This post is not politically restricted.

**Other Considerations:** Able to work outside of normal office hours when required and outside of the Borough. Registered as a social worker with the HCPC. Undertake an enhanced DBS disclosure prior to employment and then every three years.

### Specific Minimum Qualifications and Expertise

It is expected that Advanced Social Workers will provide greater impact / efficacy of their intervention, greater autonomy, and leadership. Be exemplary in practice in engagement of and relationship building with children and families. Have the ability to evidence multi-agency partnership working and make use of critical reasoning modelling and facilitating reflective and evidence informed practice

#### Essential knowledge:

Social work qualification recognised by HCPC.  
Working knowledge of national policy and developments regarding children's social care, and policy areas that impact on children's social care.  
Demonstrable working knowledge of relevant legislation, statutory guidance, standards and procedures.

#### Essential skills and abilities:

Able to engage and develop effective professional relationships with children and families to achieve sustainable positive outcomes  
Able to engage and develop effective professional relationships with other professionals and organisations for the benefit of individual children and families in assessment, care planning and delivery  
Ability to assess children and families holistically in relation to their need for support and/or protection from harm  
Able to make sound professional judgments.  
Able to develop, implement and review evidence-based multi-agency care plans which focus on and successfully deliver safety and well-being outcomes for children.  
Able to communicate to a high standard verbally and in writing, and to produce and present high quality reports.  
Able to comply in practice with statutory requirements and guidance, and local procedures and standards.

#### Essential experience:

Significant experience of working in a statutory setting with children and making professional judgments that deliver improved outcomes .  
Evidence of building effective relationships with children, families and other professionals.  
Substantial experience of effective analytical assessments and outcomes-focussed care plans.

### Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority.

- You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:

**One Team:** To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them.
- You use your contacts and colleagues to bring teams together

**Proud to Serve:** We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it.
- You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

**Honest and Open:** We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand what during communication; and take care to communicate detail clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

**Taking Responsibility:** We encourage and support each other to take responsibility and show what we can do, learning together and recognising each others' contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

**Valuing Diversity:** We make the most of the many perspectives that make Croydon distinctive

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community demonstrate.

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