**Role Profile**

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| **Role Title** | Social Worker II |
| **Reference Number** | RP258 |
| **Cluster** | Social Work |
| **Zone of Work**  | Managers and Experts  |
| **Job Category**  | Health, Wellbeing, and Care  |

**Role Purpose**

To provide statutory social work services to people across Bath and North East Somerset who find themselves in vulnerable situations, focusing on protection, prevention, and safeguarding, to improve outcomes and quality of life for individuals and families.

This role is a fully qualified Social Worker with post-qualification experience, managing their own caseload, receiving professional supervision and guidance, and working in multi-agency and inter-professional settings.

**Accountabilities**

* Undertake assessments of need and risk, to inform evidence-based decisions and care planning that will protect individuals with needs and promote the wellbeing of service users, carers and families.
* Undertake safeguarding enquires in line with legislation, statutory guidance, and local policies and procedures, informed by need and risks, taking a think family approach,
* Provide professional input to evidence-based, risk-informed decisions in line with legislation, statutory guidance, and local policies and procedures, to ensure appropriate action is taken.
* Create and deliver strengths-based, outcome focused planning to deliver positive outcomes for individuals, families and carers.
* Monitor and review the delivery of the relevant plan to ensure that it is meeting assessed needs and delivering improvement for service users, making changes and adjustments to relevant plans as required.
* Identify, assess and monitor risk, addressing risks where possible and escalating as required, to ensure that situations are addressed at the earliest possible opportunity and risk minimised in line with the legislative framework and internal policies and procedures.
* Respect service users as unique through a commitment to anti-discriminatory practice, which seeks to reduce, undermine or eliminate discrimination and oppression and remove the barriers that prevent people accessing BNES services.
* Build collaborative, professional relationships with service users through direct work, taking a person-centred approach to ensure that service users (as well as carers, family representatives and formal advocates) are fully enabled to participate in planning and decision making regarding their own lives.
* Manage a varied caseload (including complex and higher-risk cases) where service users have diverse and cumulative requirements.
* Work collaboratively with other professional teams and multi-agency colleagues over organisational boundaries, to ensure service users experience cohesive and seamless support to meet their assessed needs.
* Maintain accurate professional records and complex case files in accordance with statutory requirements and local policies and procedures, to ensure that information is auditable.

**Knowledge / Skills / Experience required**

* Degree or post-graduate qualification in Social Work or other equivalent professional qualification (CSS CQSW, Dip SW).
* Some additional training (e.g. Safeguarding Practitioner, Signs of Safety, level 2 and 3 training).
* Registered with Social Work England.
* Post qualifying experience in undertaking assessments of need and risk in statutory social work.
* Knowledge of legislation, statutory guidance, local policy and procedures, SWE code of ethics, Professional Capabilities Framework and multi-disciplinary practice.
* Experience of managing a varied caseload.
* Ability to critically analyse, evaluate, and respond to complexity and risk.
* Ability to establish and maintain effective professional relationships with service users to undertake purposeful direct work.
* Ability to work in partnership with a range of professionals and agencies.
* Ability to communicate clearly, using empathy, understanding and persuasion to appropriately encourage effective decision-making.
* Ability to work autonomously, prioritising own work and managing own time effectively.

**Dimensions of role**

* This role does not have any supervisory or management requirements but may help mentor students or those in their Assessed and Supported Year in Employment.
* This role does not manage any direct budgets but is expected to have awareness of overall spend when planning care and support packages.
* This role is required to effectively plan work and interventions in a variety of situations and be able to react to unplanned situations.

 **Working Conditions**

* The role has an occasional requirement for a relatively low level of physical exertion over short periods, with the ability to control this requirement.
* The role entails minimal environmental discomfort - work is in a comfortable environment with occasional exposure to very mild environmental conditions for short periods that can be controlled.
* The role needs to maintain a high level of vigilance / alertness / concentration for extended periods of time in the face of a high level of distraction and challenging environment to ensure accuracy and safety where there are distinct/considerable safety risks to self and others.
* The role has a frequent requirement to handle challenging and confrontational behaviour, as well as frequent exposure to traumatic/distressing situations that are mostly experienced or witnessed indirectly.

**Values and Behaviour Framework**

The Values are underpinned by a set of behaviours for all staff, managers, and leaders. These Values and Behaviours are used to support and inform our recruitment decisions, staff development and organisational behaviour.

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| A blue square with a check mark and a check mark  Description automatically generated | We are bold in our approach, set aspirational goals for ourselves and create innovative solutions to tackle problems and adapt to changing circumstances. This value demonstrates that we are proactive, take action and deliver outcomes which improve people's lives. |
| A purple rectangular sign with a light bulb and text  Description automatically generated | We empower our staff and the people of Bath and North East Somerset so that they have the confidence and ability to find solutions for themselves and others. This value demonstrates how we develop our staff so that they are knowledgeable, are trusted to make decisions, able to challenge us and have the authority to be enablers. |
| A red rectangular sign with white handshake  Description automatically generated | We are supportive and work together to build trusting relationships. Our staff give help and encouragement to the people of Bath and North East Somerset and each other. This value describes how we are curious, collaborative and care for each other, our residents and the environment. |
| A green rectangular sign with white text  Description automatically generated | We are transparent, honest and accountable. This value demonstrates that we act with integrity, are open to criticism, are honest about our mistakes and want to improve and do better so that we deliver on our promises. |