

## JOB SUMMARY

<b>Post Title</b>	<b>Social Worker</b>						
<b>Job Family</b>	<i>Service Delivery</i>	<b>Pay Range</b>	<i>10</i>	<b>Line Manager to others?</b>	<b>Yes /No</b>	<b>Role profile ref</b>	<i>SD10</i>
<b>Service Area</b>	<i>Childrens Services</i>						
<b>Line Manager</b>	<i>Assistant Team Manager</i>						
<b>Location</b>	<i>To be agile</i>						

<p><b>Job Purpose</b></p> <p>The MASH Social Worker will play a critical role in ensuring the safeguarding of children by working as part of a multi-agency team to assess and manage referrals concerning children at risk of harm.</p> <p>Based within the Multi-Agency Safeguarding Hub (MASH), the Social Worker will collaborate with colleagues from other agencies, such as the police, health, education, and voluntary organizations, to provide timely, effective interventions for children and families in need of support and protection.</p>
<p><b>Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)</b></p> <p>1. Assessment and Decision-Making:</p> <ul style="list-style-type: none"> <li>•Receive and assess safeguarding referrals: Evaluate incoming referrals and determine the level of risk to the child based on the information provided by partner agencies.</li> <li>•Conduct thorough risk assessments: Use multi-agency information and professional judgment to assess the risk of harm and make recommendations for appropriate interventions.</li> <li>•Triage cases: Prioritize referrals according to risk, ensuring that high-risk cases are dealt with urgently.</li> <li>•Make evidence-based decisions: Recommend actions such as further assessment, child protection investigations, or referrals to other support services, ensuring the safety of the child is always paramount.</li> </ul> <p>2. Information Gathering and Sharing:</p> <ul style="list-style-type: none"> <li>•Collaborate with partner agencies: Work closely with representatives from police, health, education, and other agencies to gather and share information relevant to the safeguarding of children.</li> <li>•Analyse multi-agency information: Use the information provided by other agencies to inform risk assessments and decision-making.</li> <li>•Maintain accurate and up-to-date records: Ensure all case records, risk assessments, and decisions are clearly documented, following legal and organizational standards.</li> </ul> <p>3. Safeguarding Interventions:</p> <ul style="list-style-type: none"> <li>•Initiate safeguarding actions: Where necessary, lead on taking immediate safeguarding actions, such as initiating child protection investigations or arranging protective measures for children.</li> <li>•Work within statutory guidelines: Ensure that all safeguarding interventions comply with statutory frameworks (e.g., Children Act 1989/2004) and local safeguarding policies.</li> <li>•Liaise with children and families: Where appropriate, communicate directly with children and their families to gather information and explain the outcomes of the MASH process.</li> </ul> <p>4. Multi-Agency Collaboration:</p> <ul style="list-style-type: none"> <li>•Work within a multidisciplinary team: Actively contribute to the multidisciplinary team within the MASH, sharing insights and expertise to ensure a coordinated and holistic approach to safeguarding.</li> <li>•Attend multi-agency meetings: Participate in MASH meetings and case discussions to ensure effective information sharing and decision-making across agencies.</li> <li>•Provide professional advice: Offer expert advice to partner agencies on social care processes, statutory requirements, and safeguarding protocols.</li> </ul> <p>5. Continuous Professional Development (CPD):</p> <ul style="list-style-type: none"> <li>•Keep up-to-date with safeguarding practices: Stay informed of new developments in safeguarding, child protection law, and social work practice, ensuring compliance with best practice standards.</li> <li>•Participate in training: Attend regular training sessions and professional development opportunities to enhance</li> </ul>

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<p>knowledge and skills in safeguarding and multi-agency working.</p> <p>•Supervision and reflection: Participate in regular supervision sessions with the MASH Team Manager to review casework, discuss challenges, and reflect on practice.</p>			
<b>Knowledge, Skills, and Experience</b>			
<b>Role Profile requirements.</b>	<b>Job specific examples.</b> (if left blank refer to left hand column)	<b>Essential</b>	<b>Desirable</b>
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	<p>Assess needs to devise written plans for interventions and/or care for children's and adults.</p> <p>To conduct planned interventions using a range of tried and tested methodologies eg. Solution focussed work, task centred work and strength-based approaches.</p> <p>Deliver interventions and training on one-to-one basis and for specific groups.</p>	<b>x</b>	
Substantial practical experience demonstrating development through a series of progressively more demanding and relevant work roles. Relevant experience within the service area, working as part of team to meet service standards, targets, and deadlines.	<p>Demonstrate ability to manage, identify, intervene, and conduct appropriate action to safeguard and promote positive outcomes for children and young people in care.</p> <p>Proven ability to comply with statutory requirements, regulations, and procedures both as an individual and contributing to the wider team's objectives.</p>	<b>x</b>	<b>x</b>
Effective communication, interpersonal and presentation skills, able to explain technical / legal issues clearly. Proven ability to negotiate with, persuade and influence others.	<p>Proven ability to work efficiently and effectively with a range of individuals including adults, children, other professionals, and stakeholders across a variety of settings.</p> <p>Demonstrable ability to undertake learning discussions to influence positive reflection, practice and change to ensure positive outcomes with children.</p>	<b>x</b>	<b>x</b>
Good ICT skills including use of Microsoft applications and specialist systems.	Word, excel, power-point, outlook, convene. Share-point, ICS Swift, and mosaic.	<b>x</b>	
Authoritative knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures, and standards. Good knowledge of other areas of the	Thorough undertaking of children in care, care leavers, fostering and adoption regulations, policies, procedures, and all aspects of	<b>x</b>	

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<p>authority relevant to the service and of wider sector / external influences.</p>	<p>regulatory framework for children.</p> <p>Implementing and delivering all aspects of local authority procedures in relation to these areas.</p> <p>Awareness of external stakeholders and influences within the wider community and the impacts associated with this.</p>		
<p>Good planning and organisational skills, with proven ability to prioritise and co-ordinate workload, monitor and evaluate work, to ensure deadlines are achieved.</p>	<p>Ability to self-prioritise own workload, ability to manage and monitor competing demands.</p> <p>Awareness of wider service requirements and ability to inform and escalate issues appropriately to inform wider decision making to fundamentally reduce risk/safeguarding concerns.</p>	<p align="center"><b>x</b></p>	
<p>Research, investigation, and analysis skills.</p>	<p>Demonstrate ability to self-undertake research to maintain professional development standards.</p> <p>Proven ability to use research/knowledge gained to inform own and others practice.</p> <p>Ability to seek out information and critically analyse sufficiently the research (and/or other sources e.g., Serious case reviews). Demonstratable ability to share research.</p>	<p align="center"><b>x</b></p>	
<p>Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring is completed accurately.</p>	<p>Demonstratable knowledge of financial constraints and awareness of the responsibility to consider the public purse whilst making financial decision.</p> <p>Not committing the LA to any spending that is at detriment to the service/local authority itself without appropriate approval beforehand.</p>	<p align="center"><b>x</b></p>	
<p><b>Qualifications</b></p>			
<p><b>Role Profile requirements.</b></p>	<p><b>Job specific examples.</b> (if left blank refer to left hand column)</p>	<p><b>Essential</b></p>	<p><b>Desirable</b></p>
<p>May require relevant certifications including evidence of fluency in English language.</p>		<p align="center"><b>x</b></p>	
<p>May require level 4 up to first degree standard or equivalent experience in a relevant subject.</p>	<p>Recognised professional Social Work qualification and current registration to the relevant governing body.</p>	<p align="center"><b>x</b></p>	
<p><b>Other Requirements</b></p>			
<p>Work evening, weekends and/or bank holidays as and when required</p>			
<p>Attend meetings/training/events on the mainland as and when required</p>			
<p>Hold a valid UK Driving license</p>			

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**Organisation Structure (optional)**

