



Job Description

Job Title: Residential Social Worker

Salary: £27,000

Hours: 37.5 hours per week Full time

Reports to: Management Team.

Is the job exempt from the Rehabilitation of Offenders Act? Yes

Does the post require an enhanced DBS check? Yes

JOB PURPOSE

To be responsible for undertaking comprehensive parenting assessments with vulnerable children and their families in residential and community based settings. The successful candidate will be expected to provide a professional high quality service which meets our organisation's ethos and values.

ABOUT US

Living Springs is a registered charitable company that is based in Stourton, Stourbridge, West Midlands. Our aim is to provide care, support and hope to vulnerable children and families through a range of high quality services.

The beginnings of the charity emerged in 1985 when the current Centre was the family home of the founders. Their home became a safe place for vulnerable teenage mums- providing care, support and perhaps most of all, hope. Since that time trustees, staff and volunteers have worked tirelessly in bringing their dedication, understanding and care to all that the charity is involved in.

Our main vision is to bring families together and the aim has always been to provide a secure home environment where good parenting can be modelled and the cycle of failure broken.

The thrust of what we do is child centred: where there is a risk to the child, that is where we see our work. In all we do, we aim to start 'in the world of the child' – to see the situation from the child's perspective and plan what we do so that the child is given the best opportunity to develop into a fulfilled person.

We conduct comprehensive, high quality residential, community and PAMS assessments as well as offering viability assessments and supervised assessed contacts. We also have facilities to provide a supported housing service to vulnerable families in need.

The purpose of our assessments is to provide the Courts and any other relevant parties concerned with the safeguarding of the children, a high quality independent assessment which gives a clear recommendation regarding the ability of parents/carers to keep their children safe as well as any intervention or other services which may be required

AIMS AND OBJECTIVES OF LIVING SPRINGS

- Living Springs Family Centre aims to provide a safe supportive and caring environment in which the parenting abilities of families can be assessed and developed.
- The safety and welfare of children is our primary concern and any decisions taken or recommendations made will always be in the best interest of the child or children.
- It is one of our main aims to provide parenting assessments of a high quality. Recommendations made are determined to prioritise children's needs and are supported by a thorough analysis of the detailed evidence provided.

DUTIES AND RESPONSIBILITIES

- To be able to manage 2/3 assessment cases throughout the duration of the assessment process, complete with accurate and detailed record keeping and report writing ensuring that every child's immediate welfare is afforded paramount consideration.
- To compile comprehensive analytical evidence based reports which finalise the assessment process and make clear child centred recommendations. This will involve meeting agreed deadlines for submission of written reports, organising and prioritising workloads effectively.
- To provide a safe, structured and enabling environment which is conducive and empowering to parents effecting the necessary changes to ensure good parenting development. This will involve providing a service that values and respects the strengths, experiences and background of families.
- To participate within Residential Meetings, Team Meetings and Planning Meetings regarding the development of service provision, resources and practices within the Centre.
- To help ensure all assessments meet the requirements of the 'Framework for Assessment of Children in Need and their Families', placing the safety and welfare of the child as the primary concern within this process.
- To observe and implement Local Safeguarding Board's Child Protection and Adult Protection procedures and the Centre's procedures as appropriate.
- To assist in all aspects of the Centre's work including Residential Assessment, Community-Based Assessment and Assessed Contact Work, building appropriate working relationships with external units, and working in partnership with parents, advising and supporting them in the care of their children.
- To facilitate pre-admission/Placement Planning meetings with parents, social workers and relevant others when called upon.
- To devise and implement work programmes to address parents' needs and parenting issues and ensure that assessment/intervention/work programmes are properly

monitored and evaluated on an on-going basis. This will involve working collaboratively with parents/carers, social workers and other relevant parties to inform and develop timely interventions which address identified needs as well as using discretion and sensitivity in challenging and teaching parenting practices.

- To supervise, accurately record and assess family interaction, child behaviour, parental motivation and parental ability to meet the needs of the child(ren). From recordings construct and subsequently test out hypotheses regarding family functioning and need adopting analytical skills within observational and interactive work, establishing themes and patterns of behaviour within the assessment process.
- To promote and oversee structured feedback to parents as well as implement skills to ascertain the wishes and feelings of children.
- To chair and minute Progress Meetings when called upon as well as represent the Centre at Court, providing written and verbal evidence as required.
- To participate in a rota system of unsocial hours and crisis response, as required. The unsocial hours element of the post may involve a sleeping-in commitment on occasions.
- To work on own initiative and judgment alongside proactively engaging as a Living Springs team member actively following the Centre’s policies and procedures.
- To undertake any lesser, or comparable duties, as required by the Centre Director
- The post holder will be accountable to the Management Team for the quality of work undertaken, against agreed performance standards, and for advising the Centre Director of any concerns/issues, which may affect performance.

Other Information.

The Successful candidate will be contracted to 37.5 hours per week and may need to participate in a rota system of unsocial hours.

All staff are expected to work in a flexible way to cope with the needs, demands and requirements of Living Springs.

Person Specification

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ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Relevant Experience	<ul style="list-style-type: none"> • Experience of conducting comprehensive family assessments • At least 1 year post qualifying experience of working with children and families. • Experience of direct work with children and their families and proven ability in identifying risk and initiating appropriate interventions. • Experience and proven ability to engage with service users, involving them in planning, decision making and evaluation whilst adhering to effective safeguarding practice. • Experience of working with service users who may have learning difficulties/mental health/substance 	

	<p>misuse issues.</p> <ul style="list-style-type: none"> • Experience and proven ability to work in an equal opportunity and anti-oppressive framework. • Experience of attending Court and giving oral evidence in Child Care Proceedings 	
Relevant Knowledge	<ul style="list-style-type: none"> • Good knowledge of up to date child protection best practice, research and legislation. • Knowledge of child development, parenting skills and risk assessment management • Knowledge and understanding of child care law, particularly the Children Act 1989, Children Act 2004 and the Public Law Outline 2014 • Working knowledge of Framework for the Assessment of Children in need and their families (DOH) 	<p>Knowledge of the National Minimum Standards for Family Centres, Care Standards Act 2000, and The Residential Family Centres Regulation 2002</p> <p>Knowledge of benefits, ability to help parents with budgeting</p>
Skills and Abilities	<ul style="list-style-type: none"> • Excellent report writing skills • Excellent Court skills • Excellent/Good Skills in relation to computer literacy • Ability to form effective relationships • Ability to plan appropriate direct work and evaluate its effectiveness. • Proven ability to work on own initiative and as part of a team, also working with other agencies. • Excellent written and verbal communication skills, including the ability to write and present clear and comprehensive reports with demonstration of good analytical skills. • Proven ability to maintain accurate and detailed records • Ability to effectively prioritise workload, manage time, and resources • Ability to recognise child abuse-sexual/physical/emotional problems • Ability to work with families of different backgrounds and ethnicity • Ability to support people in distress/crisis • Creative thinking and problem solving ability • Ability to make independent judgements and exercise initiative within agreed limits • Flexibility to respond to the changing needs of those we support • Ability to maintain professional judgement and sustain performance when working under pressure • Ability to diffuse and manage volatile situations • Ability to work effectively as a member of a team and promote positive team working • Ability to develop work practices of self/others 	

	<ul style="list-style-type: none"> • Ability to contribute to the development of the service • Ability and eagerness to learn and develop new skills • Willingness to undertake training and apply new methods of working 	
Qualifications and Training	<ul style="list-style-type: none"> • BA Hons Social Work Dip SW, CQSW, or CSS. • Child protection and Vulnerable Adults training • HCPC Registered 	<ul style="list-style-type: none"> • Over 1 year post qualification experience • PAMS Assessor Trained • Freedom Programme Trained
Other Requirements.	<ul style="list-style-type: none"> • Own car insured for business use, which is suitable for transporting parents and children and clean driving licence • Physical ability to lift/carry children when necessary, including lifting babies in carry seats into and out of cars. Also to be able to undertake work within the residential centre which involves being able to walk up and down stairs safely, assisting children/parents 	