

<b>Title</b> <b><i>Social Worker – Developmental Trauma and Attachment Team (Specialist Social Work Team) (Band B)</i></b>	<b>Department</b> <b><i>Children, Families and Young People</i></b>	<b>Post Ref.</b>
<b>Job Purpose</b>  <p>To work alongside statutory child protection social work services, providing therapeutic social work support to vulnerable children, young people and their families, where there has been experience of developmental trauma and attachment difficulties impacting on the child's emotional and mental health.</p> <p>The post requires the post holder to organise and manage their workload independently, under supervision of the Team Manager.</p>		
<b>Key Responsibilities</b>  <b>Department/Corporate Responsibilities</b>  <ol style="list-style-type: none"> <li>1. You will take reasonable care for your health and safety and that of other persons who may be affected by the performance of your duties and where appropriate to safeguard the health and safety of all persons and premises under your control and guidance in accordance with the provisions of Health &amp; Safety legislation, and Authority and Departmental Codes of Practice and Procedures.</li> <li>2. You will exercise proper care in handling, operating and safeguarding any equipment, vehicle or appliance provided, used or issued by the County Council or provided or issued by a third party for individual or collective use in the performance of your duties.</li> <li>3. You will personally and through the employees you manage implement and positively promote equal opportunities in service delivery and employment practices.</li> </ol>	<b>Key Accountabilities</b>  <b><u>Key Duties</u></b>  <p>Social Workers will undertake a range of duties in connection with the assessment, and planning of services for children and young people and families/carer to enable children to reach the Every Child Matters outcomes including:</p> <ol style="list-style-type: none"> <li>1. Assessing the needs of children and their families</li> <li>2. Compliance with legislation and departmental policies/procedures</li> <li>3. Writing reports, case notes and maintaining other documentation as necessary within the Department's Mosaic system, and taking responsibility for case closure.</li> <li>4. Maintaining records as required by policy and good practice.</li> <li>5. Working in partnership with colleagues from a range of different agencies to ensure children and young people are safely maintained in their environment.</li> </ol>	

<p>4. Within resource constraints, you will promote and deliver fair and quality services that are sensitive and responsive to customers. You will ensure implementation of customer care policies by the staff who you supervise.</p> <p>5. You will take account of environmental issues arising from any service developments, and ensure that all staff are familiar with the County Council's green policies and established office and work practices.</p> <p>6. In accordance with "The Introduction of New Technology Agreement", you will work with computers, new technology and associated systems as required and support the employee(s) you manage in its use. You will personally and through the employees you manage ensure compliance with the County Council's Data Protection, Freedom of Information Act and ICT codes of practice.</p> <p>7. This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general area of responsibility and grade of post. Any changes which are of a permanent nature will, following consultation with you, be included in the job description in specific terms and will be formally issued to you.</p> <p>8. In order to achieve the objectives of the project, the post holder will need to work flexibly, including out of hours when necessary.</p> <p>9. Under the Local Government and Housing Act 1989 this post will automatically have imposed political restrictions.</p>	<p>6. Participation in team activities e.g. team meetings, case discussion, review of team work.</p> <p>7. Participation in regular supervision.</p> <p>8. Contributing as appropriate to practice and service development.</p> <p>9. To take up opportunities for relevant training and development, in accordance with the requirement to evidence continuous professional development.</p> <p>10. Any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the provision in to the job description in specific terms.</p> <p><b><u>Expectations</u></b> The successful candidate will be expected to:</p> <p>1. Work in accordance with the Nottinghamshire County Council Code of Conduct and the Health and Care Professionals Council (HCPC Code of Practice)</p> <p>2. Work within Departmental Policies and Procedures</p> <p>3. Demonstrate Continual Professional Development in line with HCPC regulations and requirements.</p> <p>4. Offer mentoring support to less experience workers.</p> <p>5. Take up opportunities for further Professional Development which may include:</p>
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	<ul style="list-style-type: none"> <li>• Further Post Qualifying Awards (Higher Specialist and Advanced Awards)</li> <li>• Practice teaching</li> </ul>
<b>The post holder will perform any duty or task that is appropriate for the role described</b>	

<b>Person Specification</b>	
<p><b><i>Education and Knowledge</i></b></p> <p><b><u>Qualifications</u></b> Any qualifications accepted by the Health and Care Professionals Council as qualification in Social Work such as:</p> <ul style="list-style-type: none"> <li>• CQSW</li> <li>• CSS</li> <li>• Dip SW</li> </ul> <p>Must be registered with Health and Care Professionals Council</p> <p>Full driving licence (unless disability precludes driving)</p> <p>Evidence of continued professional development, preferably to include therapeutic interventions, e.g. Systemic Practice, Theraplay, Non-Violence Resistance or Dyadic Developmental Psychotherapy.</p> <p><b><u>Knowledge</u></b></p> <p>Knowledge of relevant legislation and policy relating to Children and Young People, Every Child Matters agenda, mental health, disability and eligibility including:</p> <ul style="list-style-type: none"> <li>• Children Act 1989, 2004</li> <li>• Children Leaving Care Act 2000</li> <li>• Adoption and Children Act 2002</li> <li>• Carers and Disabled Children Act 2000 and Carers (Equal Opportunities) Act 2004</li> </ul> <p>Knowledge of the philosophy, principles and main legal aspects of the 1989 Children Act/ Children Act 2004/ Children and Families Bill 2010.</p>	<p><b><i>Personal skills and general competencies</i></b></p> <p><b><u>Skills</u></b></p> <p>Strong assessment and analytical skills with evidence of working on own initiative and ability to make clear, well evidence recommendation to promote effective decision making.</p> <p>Effective verbal and written communication.</p> <p>Ability to carry out assessment of children in need.</p> <p>Ability to work to Departmental policies and priorities, and evidence the ability to make a positive difference to a child's outcomes.</p> <p>Skills in communication with children and young people, and evidence of engaging children and young people to participate in decisions about their lives.</p> <p>Ability to work anti-oppressively and promote anti-oppressive practice and evidence of where this ability has made a difference.</p> <p>Demonstrate ability to develop and sustain effective and appropriate relationships with service users, colleagues and external staff.</p> <p>Well-developed skills in the use of Information Technology.</p> <p>Demonstrate ability to accept and make constructive and appropriate use of supervision.</p>

<p>Understanding of diversity issues and their relevance to social work practice.</p> <p>Knowledge of child development and children's emotional needs.</p> <p>Understanding of therapeutic interventions used to support children and families in need of emotional or mental health support; for example Systemic Practice, Theraplay or Dyadic Developmental Psychotherapy.</p> <p>Understanding of how families function.</p> <p>Recognition of abuse and practical commitment to safeguarding children.</p> <p>Knowledge of the process of supervision.</p> <p>Understanding disability issues in relation to children.</p>	<p>Evidence of ability to function as a team member and willingness to work co-operatively and flexibly.</p> <p>Evidence of ability to organise and prioritise own work and use appropriate administrative skills.</p> <p>Understanding and evidence of working with confidentiality.</p> <p>Knowledge and understanding of attachment theory.</p> <p><b><u>Equal Opportunities</u></b></p> <p>Commitment to anti-discriminatory and anti-oppressive practice with children, their careers and colleagues regardless of race, gender, age, disability, sexuality or religion.</p> <p><b><u>Personal</u></b></p> <p>Willingness on occasions to work outside or beyond core hours.</p> <p>Full driving licence and use of car, or eligible for taxi service if disabled.</p>
<p><b><i>Experience</i></b></p> <p>Experience of direct work with children and families.</p> <p>Experience of working with other agencies, either in the statutory or voluntary sector.</p> <p>Experience of assessment and planning to meet the needs of children and their families.</p> <p>Must have sufficient post qualifying experience in statutory child care work.</p> <p>Experience of providing therapeutic trauma and attachment interventions with children and their families.</p>	

<p><b><i>Role Dimensions</i></b></p> <p>To provide consultation, advice and guidance to social work teams and CAMHS on developmental trauma and attachment difficulties experienced by vulnerable children, young people and their families.</p> <p>To provide a joint interface service with Specialist Community CAMHS Teams that supports collaborative and effective interventions for vulnerable children and young people where there are features of attachment and trauma impacting on their mental health</p> <p>To undertake assessments of children, young people and families to identify developmental trauma and attachment difficulties which are impacting on their emotional and mental health.</p> <p>To provide therapeutic interventions to vulnerable children and families</p> <p>To provide training to Social Workers to understand children and young people's presentation when they have experienced developmental trauma and attachment difficulties and the expected outcomes from the range of therapeutic interventions available.</p> <p style="text-align: right;"><i>Please attach a structure chart</i></p>	

Date        18/06/2019