

Job Description

Job Title	4 boroughs Children's Emergency Duty Team Senior Social Worker				
Department	Children & Families				
Team	Children's EDT	Post number	CT0659	Grade	LBR12
Reports to	EDT Team Manager				
Responsible for (include people and resources)	none				
Purpose of Job					
<p>To undertake assessment and care management responsibilities for children out of hours, ensuring the safety and welfare of the child is paramount.</p> <p>To support the EDT team in delivering Children's EDT services as set out in the service specification agreed with the London Boroughs of Waltham Forest, Barking and Dagenham, Havering and Redbridge.</p> <p>To deputise for the EDT Team Manager as required</p>					
2. Major duties and responsibilities					
<p>To assess all emergency children's safeguarding referrals received whilst on duty (if necessary, in conjunction with agencies such as the police and other emergency services)</p> <p>To check the appropriate borough's database to identify whether the child referred is already known to children's service.</p> <p>To safeguard the welfare of children referred to the out of hours EDT service where there is a risk of significant harm</p> <p>To assess children in need and their families and arrange interim support services to safeguard and promote the welfare of children, and/or take action to ensure the safety of the child</p> <p>To deal with referrals in order of priority and with regard to the possible consequences of delay</p> <p>To refer to the EDT Team Manager if multiple urgent referrals are received</p> <p>To record any concerns about children or children's safeguarding received whilst on EDT duty on the appropriate borough's database</p> <p>To maintain a clear record of the referral and the actions taken (or not taken) out of hours</p> <p>To record all case details and decision making on the appropriate borough's database and ensure that this is completed within the agreed timescales</p> <p>To ensure that individual care plans are responsive to all needs, including ethic, religious, cultural, linguistic and disability needs</p> <p>To attend multi-disciplinary case conferences, meeting and reviews, as appropriate, identifying the individual needs of children and their families, recommending appropriate packages of care, and ensuring that service users and carers are supported in making a full contribution to meetings.</p>					

To liaise and consult with users, carers, colleagues and with a range of statutory and voluntary agencies in compiling information to provide the basis of an assessment of client need

To undertake joint work with other agencies, including joint investigative child protection work with the police

Any other duties

- To perform any other duties appropriate to this area of work and consistent with the level of the post, as may from time to time be required
- To participate in regular supervision with the EDT Team Manager
- To attend and participate positively in team meetings as required with a view to promoting the development of an integrated response to clients' needs
- To keep up to date with local policies and procedures and to follow them accurately at all times
- To represent or deputise for the EDT Team Manager at his/her request
- To provide cover for other similarly agreed post holders in their absence where necessary
- By personal example, commitment and clear action, value and celebrate the rich diversity of the communities we serve, ensuring equality of access and treatment in employment and service delivery

It is essential to the development of Children's EDT Service that the postholder is able to respond flexibly and positively to changes in the requirements of this post. This job description is therefore a guide to the level and range of responsibilities the postholder will be expected to undertake initially and the duties of this post may be altered from time to time to meet changing demands. It will not form part of the post holder's contract of employment.

PERSON SPECIFICATION

Job Title	4 boroughs Children's Emergency Duty Team (EDT) Senior Social Worker				
Department	Children & Families		Function		
Team	Child Protection and Early intervention	Post number	CT0659	Grade	LBR12
<i>Method of candidate assessment: A = Application Form I = Interview T = Test</i>					
<i>Weighting: 3 = most important, 2= least important</i>					
Selection Criteria				A - I - T	Weighting
Education and Qualifications:					
1. Recognised Social Work qualification essential (i.e. CQSW, DipSW, CSS or CCETSW approved equivalent, BA Hons Social Work or other relevant degree in Social Work.				A	3
2. HCPC registration.				A	3
Experience:					
1. Proven post-qualifying social work experience in a Children and Families setting				A-I	3
2. Experience of undertaking complex casework within a statutory children's setting				A-I	3
3. Experience of service delivery which is culturally sensitive and responsive to the needs of a multi-cultural community				A-I	2
4. Experience of prioritisation, care planning and service delivery				A-I	2
5. Experience of having to interpret, understand and make judgments on the complex interactions between the risk and protective factors in any given situation when arriving at a decision about whether the child or young person is likely to suffer significant harm				A-I	3
Skills:					
1. The ability to evaluate and analyse information and make decisions in circumstances where issues are not always clear				A-I-T	3
2. The ability to make timely judgments and decisions that are based on evidence and thorough analysis of all the information gathered				A-I	3
3. Knowledge and skills in gathering information from a range of sources, including direct observation of children and young people and their interactions with mother, fathers and carers				A-I	3

<p>4. Ability to monitor and review decisions and plans, revising them where appropriate in the light of new information and evaluation of whether the interventions are achieving the planned outcomes</p> <p>5. Good interpersonal skills with the ability to quickly form effective working relationships</p> <p>6. Knowledge of the different methods of intervention and, on the basis of a critical review of the research evidence, understand their effectiveness</p> <p>7. Ability to work on own initiative.</p> <p>8. Ability to intervene in an effective way at the right time to safeguard and promote the welfare of children and young people</p>	<p>A-I</p> <p>A-I</p> <p>A-I</p> <p>A-I</p> <p>A-I</p>	<p>3</p> <p>2</p> <p>2</p> <p>3</p> <p>3</p>			
<p>Knowledge:</p> <p>1. Thorough understanding of the legislative framework that directly affects the provision of Emergency Duty services to children and their families out of hours</p> <p>2. An understanding of the needs of children at risk of social exclusion, in need of protection, those who are looked after or are otherwise living away from home and those who have disabilities</p> <p>Other job requirements:</p> <p>1. An ability to work flexibly and outside of normal office hours</p>	<p>A-I</p> <p>A-I</p> <p>I</p>	<p>2</p> <p>2</p> <p>3</p>			