

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: MASH - Parental Substance Misuse Specialist Social Worker	Grade: Up to P03
Section: Multi-Agency Safeguarding Hub (MASH)	Directorate: Children Social Care
Responsible to following manager: Coleen Myers	Responsible for following staff: N/A
Post Number/s: S7396	Last review date:

Working for the Richmond & Wandsworth Better Service Partnership

This role is employed under the Richmond & Wandsworth Better Service Partnership. The overall purpose of Richmond & Wandsworth is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

Richmond & Wandsworth Better Service Partnership aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose

Specific Duties and Responsibilities

To lead and develop the knowledge and awareness of Parental Substance Misuse and alcohol abuse within children's services at the London Borough of Wandsworth, including

- achieving continued significant improvement in working relationships between services for children, and services for adults with substance misuse problems, to achieve optimal outcomes for children.
- contributing expertise and specialist advice at the care planning stage for children in need in families which include a substance misusing parent.
- Being part of a multi professional assessment, you will provide specialist therapeutic intervention to substance misusing parents of children in need to enable them to make use of services.
- devising and recommending innovative, flexible and practical care plans within budget resources.

Specific Duties

Drawing on research knowledge and professional experience, you will:

- improve knowledge of the pattern of need amongst families where a parent is misusing substances
- become engaged in direct work with individual families at first point of contact with the duty service
- contribute to care planning for individual children and families
- continually improve working relationships between services for children in need, and services for adults with substance misuse problems
- continually review the posts priorities and identify gaps in services and make recommendations for the ongoing development of the service and the needs of the borough
- contribute to improved assessments of parent's parenting capacity in a Safeguarding framework.
- Establish an effective network of links at a management level with key statutory and voluntary agencies in both adult and children's services.
- Undertake proactive liaison and co-ordination between adult and child focused services.
- Monitor the training available for workers across agencies about the links between parental substance misuse and alcohol abuse, parenting and child development.

- Monitor implementation of joint protocols between services for children, and services for adults with substance misuse and/or alcohol problems to ensure both sets of services works to achieve optimal outcomes for children.
- Report on progress to key planning groups, including the Wandsworth Drug Reference Group and the joint PCT/Childrens Services Management Group
- Identify gaps in services for families affected by parental substance misuse or alcohol abuse and contribute to developing effective prevention and treatment services to address them.
- Collect, maintain and disseminate information and resources for parents, children and young people and other professionals.
- Collate management information and provide statistical returns to inform strategic planning and policy development by senior managers.

Work within the Wandsworth Safeguarding Children Partnership Policies and Procedures

Clinical Practice

- Establish a range of creative ways of engaging positively with family members including outreach and satellite venues.
- Review current protocol for managing referrals and the work of the post.
- Contribute to multi professional assessments undertaken by Social Workers of Children's Specialist service by providing specialist assessments of parents' substance misuse.
- Contribute to the Childs Care Plans by providing specialist treatment required by parents with substance misuse concerns .
- Contribute to the multi-disciplinary assessment of parenting capacity made by the Family Help Teams
- Provide written and verbal reports to child protection conferences, childcare reviews, and other planning and review meetings for children in need.
- Undertake clinical saliva drug /alcohol testing, as appropriate.

- Attend meetings within the borough that are linked to the post including working collaboratively with the three substance misuse specialists for children and young people
- Attend the pan-London forum for Parental Substance Misuse Worker's and national conferences as required.
- Maintain case records on Mosaic and if appropriate other data systems in the borough all work undertaken with parents and their children.

Consultancy

- Provide specialist consultancy service to social workers and other professionals regarding parental substance misuse.
- Develop, recommend and 'broker' intervention plans for families which include a substance misusing or alcohol abusing parent to achieve optimal outcomes for children in need.
- Provide regular briefing sessions and relevant information to staff in Children's Specialist Services by attending team meetings or arranging training events.

Input into borough wide reports / protocols that are relevant to the post.

Generic Duties and Responsibilities

Drawing on research knowledge and professional experience, you will:

- Contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by Richmond & Wandsworth procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.



- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Person Specification

Job Title: MASH - Specialist Social Worker - Parental Substance Misuse	Grade: Up to PO3
Section: Children Services	Directorate: Children Social Care
Responsible to: Team Manager	Responsible for: N/A
Post Number/s:	Last Review Date:

Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across the Richmond and Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Professional qualification i.e. Social Work, Nursing and evidence of working towards Drug and Alcohol National Occupational Standards (DANOS).	✓		A & I
Knowledge of the roles and responsibilities of a Children's Social Care Department.	✓		A & I
An understanding of safeguarding adults and children and within that, the responsibilities of Social Care Services and the role specifically.		✓	A & I

Ability to consider diversity needs in working with parents who use drugs and / or alcohol		✓	A & I
Ability to work under pressure, self-motivate, self-manage and to meet deadlines.		✓	A & I
Knowledge of the impact of drug and / or alcohol use on parent's ability to protect children from neglect and abuse.	✓		A & I
Experience	Essential	Desirable	Assessed
Experience of assessing need, goal setting and review in working with people who use drugs and / or alcohol.		✓	A & I
Experience of multi-agency/multi-disciplinary working and ability to work effectively with other professionals from a range of agencies and disciplines.		✓	A & I
Skills	Essential	Desirable	Assessed
Ability to promote the needs of the child and the parents while understanding of the challenges that this could present.	✓		A & I
Ability to provide training and consultation for other professionals.	✓		A & I
Ability to analyse gaps in provision and linkages of services and to collect and use data to inform recommendations for service development.		✓	A & I
Ability to communicate clearly verbally and in writing.	✓		A & I
Qualifications	Essential	Desirable	Assessed
Social Care Qualification (e.g Degree, Masters etc)	✓		C

A – Application form / CV

I – Interview

T – Test

C - Certificate