

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title:</b> Thrive Social Worker	<b>Grade:</b> PO1 to PO3
<b>Section:</b> Thrive Pathway Team	<b>Directorate:</b> Children Services
<b>Responsible to following manager:</b> Thrive Pathway Manger	<b>Responsible for following staff:</b>
<b>Post Number/s:</b>	<b>Last review date:</b>

#### Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement 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.

The Shared Staffing Arrangement 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

The Thrive Social Worker will work as part of the Thrive Pathway Team, and will provide advice, guidance and group supervision to early help staff who are working with families that have come via the Initial Point of Contact or have stepped down from the Children in Need Service (CIN). This role will support the LP and TAC to ensure that plans developed by the CIN or Thrive Team are robust and can support early help services and universal services to support families. The Thrive Social Worker will support staff in Children's Centres, Thrive Together and the Youth services to feel confident in managing families with complex needs by understanding the risk and ensuring plans are strong and robust. To support the Early Help Cluster Panels in ensure that practitioner applying for Early Help meet the threshold, were the risk meets the threshold for a social work service this is made to the the MASH.

## Specific Duties and Responsibilities

- To contribute to the group supervision and reflective practice of the Thrive Pathway Team and the Thrive Keep in Touch Team and bring social work expertise to bear on discussions around safeguarding.
- To run SoSWB group supervision sessions for Children's Centres to support their review of cases and bring social work expertise to bear on discussions around safeguarding.
- To support early help services, Thrive Together, Children's Centres, Youth Services, Early Support, Thrive Keep in Touch to develop safeguarding expertise and confidence to manage risk and hold families safely at the early help level, through phone contact, drop in sessions and SoSWB group supervision.
- Support early help services and the partners they support to make appropriate referrals into the Initial Point of Contact (IPOC) and develop a better understanding of thresholds through support of practitioners to be confident to identify levels of concern and developing robust plans with families.
- Support the Thrive Pathway Manager to manage the smooth step down of cases from Initial Point of Contact (IPOC), Referral and Assessment Teams (RAS) and Children in Need Team (CIN) to early help services via the Pathway, to work closely with CIN and RAS teams to ensure they have developed a strong and robust plan that parents and partners have agreed to and the families have given consent to work with early help services.
- Raise awareness of the early help safeguarding role, child protection and social work role with families, and how the Thrive Social Worker can support services and families. This can be done through attending team meetings, parents forums, community meetings or advisory boards.
- The Thrive Social Worker will provide advice and guidance to early help services staff who feel they may have a child who meets the threshold for a Social Work referral.
- The Thrive Social Worker will support early help staff who have made referrals to IPOC or are working with a family who has a Social Worker if they are having challenges in finding out what is happening.
- The Thrive Social Worker will contribute to the Social Care Academy's safeguarding training programme for multi-agency partners. This will include delivering safeguarding training and SoSWB training.

- Support early help services to maintain consistent and high standards in case recording and contribute to the Early Help Quality Assurance Framework case auditing processes.
- To be confident and comfortable in using the SoSWB framework, and the range of tools that support this, AMBIT, Restorative Practice, Social GracesDirect tools for working with children and to be able to demonstrate and explain their use to partners in school, health and voluntary and community settings.
- To be able to work flexible and when necessary offer training in twilight sessions.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- 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 the SSA's policies, 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 role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

### **Additional Information**

#### **Team structure**

For the current structure please go to The Loop.

*When advertising externally please add the current team structure here and remove the sentence above.*

## Person Specification

<b>Job Title:</b> Thrive Social Worker	<b>Grade:</b> PO3
<b>Section:</b> Thrive Pathway	<b>Directorate:</b> Children's Services I
<b>Responsible to:</b> Thrive Pathway Manager	<b>Responsible for:</b>
<b>Post Number/s:</b>	<b>Last Review Date:</b>

### Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

**Being open.** This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

**Being supportive.** This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

**Being positive.** Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements		Assessed by A & I/ T/ C (see below for explanation)
<b>Knowledge</b>		
<ul style="list-style-type: none"> <li>Knowledge of the development of children from 0-19</li> </ul>		
<ul style="list-style-type: none"> <li>Excellent knowledge and understanding of the safeguarding thresholds</li> </ul>		
<b>Experience</b>		
<ul style="list-style-type: none"> <li>Five years of post qualification social work</li> </ul>		
<ul style="list-style-type: none"> <li>Experience of the SoSWB framework and its application at the early help level</li> </ul>		
<ul style="list-style-type: none"> <li>Experience of working with early help services and universal services to support families with complex needs</li> </ul>		

<ul style="list-style-type: none"> <li>• Experience of developing robust safety plans with families and partners</li> </ul>	
<ul style="list-style-type: none"> <li>• Experience of delivering safeguarding training to a range of partners from across the children's workforce</li> </ul>	
<b>Skills</b>	
<ul style="list-style-type: none"> <li>• Skills in planning and delivering training to a wide range of practitioners</li> </ul>	
<ul style="list-style-type: none"> <li>• Excellent skills in communicating and talking about safeguarding to a range of practitioners and partners</li> </ul>	
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>• Social Work Qualification</li> </ul>	

**A – Application form / CV**

**I – Interview**

**T – Test**

**C - Certificate**