

Job Description

Job Title	Therapeutic Social Worker
Directorate	Children and Young Peoples Service
Service Area	Early Help Service
Grade	7
Competency Level	2
Salary	£38,223 - £43,421
Job Type	Hybrid
Location	Citywide
Disclosure and barring service (DBS)	Enhanced DBS
Job Evaluation Ref No	

Job Purpose

To contribute to the operational delivery of an effective Early Help Service as part of a team responsible for safeguarding and promoting the welfare of vulnerable children and young people continuously improving outcomes. To be responsible for social work provision including managing own caseload whilst managing the reputation of the Department and Council and complying with national and service procedures and guidance

Directly Responsible For:

Not applicable

Directly Responsible To:

Team Manager

Main Areas of Responsibility:

- Hold and effectively manage a complex and varied caseload with appropriate supervision, guidance and support, reflecting the function of the team and Early Help in accordance with policy, procedures, guidance and legislation.
- Undertake work within legislative frameworks including the preparation of written statements and representations to the judiciary when needed.
- Be accountable for complex decision making in relation to caseloads ensuring professional judgement, evidence-based tools, critical reflection and analysis to inform this.
- Model critical reflection and evidence-based decision making and support others in developing these.
- Demonstrate a critical knowledge of the range of theories and models for social work and therapeutic interventions with individuals, families, groups and communities and the methods derived from them.
- Identify and assess levels of risk and need (within statutory frameworks) in often complex situations. Deliver protective and/or supportive therapeutic services for children, in need or at risk (cases referred from children's social care). To maintain up to date assessments, plans and reviews.
- Communicate skilfully and confidently in complex or high-risk situations. Model and help others develop communication skills
- Attend and represent the department at a range of multi-disciplinary forums and undertaking the role of Chair as required.

- Delivering therapy/counselling sessions to children, young people and their families.
- Undertake direct work with children, young people and their families in line with Children in Need, Child Protection and Care plans.
- Work co-operatively with colleagues and in partnership within the Council and across multi - agency boundaries.
- Contribute to current practice expectations, identifying areas of poor practice issues and taking appropriate action.
- Model inclusive practice in relation to identity and diversity, challenging any issues of concern.
- Take responsibility for obtaining regular professional supervision to ensure effective practice, reflection and career development.
- Prepare and participate in Performance and Development Reviews, identifying areas for improvement and carrying out agreed learning and development opportunities including using research to inform practice.
- Take responsibility for the professional learning and development of self and others including participating in team meetings and contributing to the development of the team.
- Ensure that reports are up to date, of a high quality and submitted according to appropriate timescales.
- Ensure that expenditure on cases is properly authorised and recorded.
- Be responsible for accurate, sensitive, timely and up to date data entry on all cases including:
 - data entry on EHM and any other electronic tools or database
 - data required for specific targets,
 - Due consideration being given to any legal and human rights of the individuals concerned.
- Ensure that client information data is lawfully gathered, accurate, up to date and only divulged in accordance with the GDPR and the local government

common law duty of confidentiality. Failure to apply these duties can lead to the individual or the Service facing court proceedings.

- Undertake any other duties as directed from time-to-time to meet the exigencies of the service.

Supervision and Management Responsibility:

This post does not have any supervisory or line manager responsibility.

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact.

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities.

Physical Demands of the Job:

- This post involves both office and field work. Hence it involves sedentary work and the need to travel to appointments.

Corporate Responsibility:

- Contribute to the delivery of the Council Plan.
- Delivering and promoting excellent customer service, externally and internally.

- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement.
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance.
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken.
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan.

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level **2**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- SW Degree or equivalent A/I
- Current registration with Social Work England A/I
- Relevant counselling/therapy qualification relating to either adults or children A/I

Experience

Essential

- Knowledge of the Assessment Framework and other relevant assessment and planning tools A/I

Desirable

- Knowledge of Children Act 1989 /2004, Adoption & Children Act 2002, Children and Young Persons Act 2008, other appropriate legislative frameworks, statutory guidance, and processes for Looked After Children and Children subject to Child Protection Plans
- Knowledge of child development and family dynamics

Skills/Abilities

Essential

- Ability to deliver therapeutic/counselling interventions to improve outcomes for children and young people A/I
- Ability to apply critical reflection and analysis to complex case A/I
- Ability to make informed child centred judgments A/I
- Ability to communicate effectively and undertake direct work with children and young people A/I
- Ability to effectively undertake partnership working with children, young people, and families A/I
- Ability to meet the demands of the service and produce work to a high standard within set timescales A/I

Desirable

- Ability to research cascade and incorporate new guidance and procedure into work quickly and effectively; and use to inform professional decision making
- Ability to demonstrate advanced skill level in applying needs-led assessment and planning
- Ability to demonstrate in-depth knowledge of theory and practice of care assessment
- Ability to develop practical and procedural knowledge across a defined specialist area
- Ability to produce excellent child centred and outcome focused reports and plans
- Ability to demonstrate excellent organisational skills and to prioritise and manage fluctuating caseloads

- Ability to be solution focused in relation to case work and service development, resolving familiar routine problems autonomously
- Ability to recognise and promote safety, health, wellbeing, and emotional resilience for both self and colleagues
- Ability to follow through on agreements with children, young people and families and demonstrate client empathy
- Ability to take advantage of, and use, information technology, including EHM
- Ability to work within professional and ethical standards including the Social Work England Code/Standards of Conduct for Social Workers

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level
- Full driving Licence/Car user or commitment to obtain/become within 6 months

Desirable

- Ability to demonstrate a commitment to own professional development and that of other colleagues

- Ability to understand and demonstrate a commitment to equality and diversity