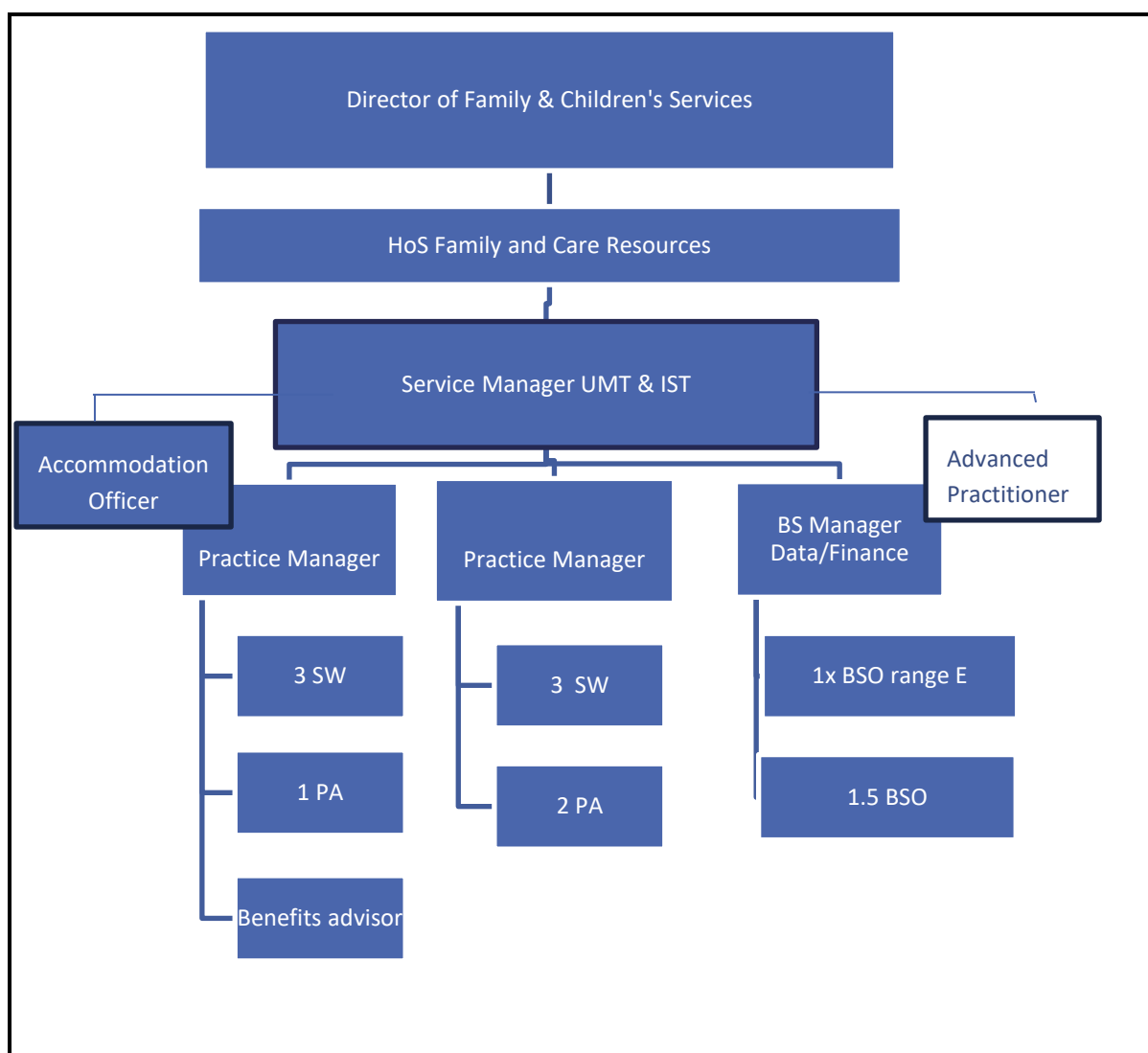


JOB DESCRIPTION

Job Title	Social Worker
Directorate	Family and Children Services
Service	Unaccompanied Minors and Independent Support Team (UMIST – Family and Care Resources)
Grade	Grade F

Employees directly supervised (if applicable):	None
Family Tree <i>(job titles only, no employee names)</i>	



1. JOB PURPOSE:

Provide a high-quality social work service to unaccompanied asylum-seeking children (UASC), who are looked after, and care leavers up to the age of 25, through individual casework; Effectively support children who are engaged in the immigration process including liaison with the Home Office, Refugee Council and the legal representatives of unaccompanied children seeking asylum; Manage risk effectively ensuring that plans and interventions for both Looked after children and care leavers are supported by best practice and sound partnership working, including with adult safeguarding and adult social care.

2. DESCRIPTION OF DUTIES:

- To provide high quality social work service to UAS Children who are looked after and those that have left care, effectively managing a caseload agreed by Service manager or Practice Manager
- To prepare reports for and attend Children Looked After reviews
- To undertake statutory visits to Children Looked After and Care leavers
- To keep case recordings up to date on Mosaic in a factual, informative and young people friendly style- including assessments, contact and relevant data for young people
- To manage have full case holding responsibilities for Children Looked After and Care leavers in the service
- To keep abreast of safeguarding legislation, more generally but specifically in relation to risks linked to unaccompanied and former unaccompanied minors, such as trafficking.
- To undertake age assessments of children where there is insufficient information about their age or they are age disputed
- Manage risk effectively ensuring that plans and interventions for both Looked after children and care leavers are supported by best practice and sound partnership working
- To ensure effective planning around transition to adulthood for young people
- Take part in delivering the team's duty service
- Contribute to service development, including group supervision, user involvement and engagement activities
- Participate in regular supervision
- Undertake mandatory training
- To participate in team meetings
- To work in accordance with the Council's Corporate Equalities Policy.
- To manage a caseload determined by the Service Manager or Practice Manager

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Social Worker
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Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	Qualifications Essential: ✓ Social Work qualification ✓ Registered with the Health and Care Professions Council / Social Work England

	✓ post qualifying social work experience in a statutory setting ✓ Up to date Disclosure and Barring Service or willingness to undergo check
C	Skills; Experience and Attitude • Thorough working knowledge of legislation applying to looked after children and care leavers and experience applying knowledge within a similar role – such as: ➤ Children’s Act 1989 ➤ Children’s and Social Work Act 2017 ➤ Leaving Care Act 2000 ➤ Modern Slavery Act 2015 • Knowledge relating to the legislation and issues that refugee, asylum seeking children and young people face, which impacts practice with this cohort of young people • Experience of working with looked after children and of making robust plans to ensure stable and permanent placements for those children. • Understanding of of safeguarding processes for children and young people • Thorough understanding of a young person’s needs which considers their culture, ethnic and religious backgrounds and sexual orientation. • Understanding of the impact of trauma, displacement and loss of family. • Experience of making effective plans for children and young people to support transition to adulthood • Communication skills and experience of building relationship with children and young people • An ability to be innovative, to use initiative and be able to contribute to service delivery. • An ability to communicate clearly, in writing, verbally and through reports. • Computer literacy • Experience working within a council or similar setting

	Our Values & Behaviours
D	PUTTING COMMUNITIES FIRST • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	RESPECT

	• We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair, and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
F	INTEGRITY • We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made.

	The following examples are indicators of effective behaviour: • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued
G	WORKING TOGETHER • We work together and in partnership with everyone that has an impact on the lives of our residents. • We want to understand, learn from each other and continually adapt. The following examples are indicators of effective behaviour: • I work with others to provide an effective service for residents, local communities and other departments within the Council. • I seek ways to work with other departments to deliver a seamless service and find opportunities to improve. • I seek out opportunities to learn from my colleagues and build on good practice. Our residents will feel that:

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| | <ul style="list-style-type: none">• I can get my issue resolved without being passed around departments.• I find it easy to access the services that I need.• I feel the Council is open to new ideas. |
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