

Social Worker – Multi Agency Safeguarding Hub (MASH)



Job Description

Directorate:	Education & Children's Services		
Service:	Children's Social Care		
Location:	Countywide		
Salary range:	£36,363 - £46,142	Grade:	Grade 8/9
Reports to:	Team Manager	Staff responsible for:	N/A

Job purpose and scope

Achieving the best outcomes for children, young people and families in Lancashire. Keeping young people safe and protected from harm, undertaking social work assessments to ensure we provide the right support at the right time.

Work in a multi-disciplinary team based in Lancashire House in Accrington. The role is ultimately pitched towards building trusted relationships with partner agencies and working collaboratively to achieve the best outcomes for children, young people and families. As a Social Worker you will be assessing the risk and support needs of children, young people and families and signposting them to the relevant service.

Performance Indicators

1. Effective Collaboration and Service Delivery:
 - a. Successful collaborations with professionals and agencies, adherence to statutory responsibilities, and implementation of strengths-based, outcome-focused service plans.
 - b. Improvement in client independence, recovery rates, and satisfaction with personalised support plans.
2. Efficient Caseload Management and Professional Development:
 - a. Efficient prioritisation and management of caseloads, timely and accurate record-keeping, and completion of mandatory training.
 - b. Maintenance of emotional resilience, continuous improvement in practice competence, and responsiveness in urgent situations.

Accountabilities/Responsibilities

- Screening all relevant cases that are received into MASH where a child is identified as in need of support or protection and utilising partner agency information to assist with threshold application.
- Providing support and advice to colleagues regarding the wider service provision available to children and families.
- Manage a competing caseload, meeting timescales to ensure a timely response for children, young people, and families.

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- Undertake assessments in accordance with legislation, policies, and procedures; with consideration to both the Framework for Assessment and risk to inform analysis and plans while working in collaboration with professionals and families.
- Assess the needs of children and young people and determine an appropriate level of intervention and service provision, including packages of support. Negotiating and coordinating services as appropriate.
- Ensure the needs and wishes of children are fully addressed in the assessment and planning process and that there is evidence of their participation and voice at every stage of intervention. Working in partnership, collaboration, and co-production with them.
- Share responsibility for planned intervention and service provision with partners.
- Comply with LCC and service-specific administrative and financial procedures including the maintenance of appropriate and up-to-date records.
- Liaise with designated line manager and comply with service requirements regarding supervision, undertaking continuous professional development and attendance at formal training.
- Be aware and responsive to the differing needs of all groups within the community.
- Undertake any other duties in relation to this area of work, including attendance at meetings as a representative of the MASH service.
- Supporting and mentoring colleagues with complex work around unmet need, safeguarding and health issues.
- Contribute to the development of social work students.

Other

- **Equal Opportunities**
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.
- **Health and safety**
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.
- **Customer Focused**
We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

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- **Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

- **Skills Pledge**

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

- **Innovative**

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

- **Respectful**

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

- **Collaborative**

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

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Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- CQSW, Dipsw, Degree in Social Work or equivalent recognised qualification in Social Work
- Registration with Social Work England

Experience

- Experience in Children's Social Care.
- Working with children or young people in a professional capacity
- Experience of working in a Multi-Agency Safeguarding Hub service*
- Post Qualifying Award 1-6*
- Supervision of Social Work students*

Essential knowledge, skills & abilities

- Knowledge of child development and the impact of childhood trauma.
- Skills in working effectively with children and families in varied and complex circumstances.
- Written and verbal communication skills.
- Ability to use basic computer technology.
- Ability to learn and understand theoretical concepts, legal frameworks and to work within policy and procedure.
- Ability to value diversity by treating people as individuals, valuing their input and contribution and work across cultures in every aspect of your work.
- Ability to work with a varied caseload and to manage timetables and demands.
- Ability to use supervision positively and to contribute to the performance management process.
- Ability to work as an effective team member.

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- Ability to respond positively and effectively to young people, promoting 'working in partnership with young people and being able to work to ensure documents are co-produced with young people.
- Ability to work in partnership with other professionals/agencies.
- Ability to respond positively to training and development opportunities.
- Knowledge of the cultures and religions of the communities of Lancashire.
- Good knowledge of relevant legislation.
- Skills in assessment, developing packages of support, developing smart plans and ensuring effective and timely reviews of plans.

Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post*
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive