



Working
for Children
and Families
in Solihull



Solihull
METROPOLITAN
BOROUGH COUNCIL

Senior Social Worker

Integrated Front Door Assessment
Teams



Solihull Council is on a transformational journey committed to ensuring the best possible outcomes for our children, young people and their families across our local area. We've increased investment in our people and services, as well as introducing additional resources that allow us to deliver more positive changes to the borough.

We are looking for Senior Social Workers to provide a Social Work service to vulnerable children, young people and their families that positively promotes their welfare and life changes.



Integrated Front Door & Assessment Teams

Our children's services are made up of a strong network of teams, who work on a collaborative basis. Together, we all play our part to ensure Solihull's children, young people and families get the help and support they need.

Integrated Front Door & Assessment Teams are made up of the following teams:

Early Help Team

The Early Help team provides support and intervention as early and as effectively as possible to prevent problems from getting worse and achieve successful outcomes. The team works directly with targeted vulnerable children, young people and families in a range of settings, including the family home, to help improve outcomes.

Multi Agency Safeguarding Team (MASH)

MASH is our single point of contact for children across the borough. The role of MASH social workers is to gather information from partner agencies to complete MASH enquiries under the direction of a manager and make recommendations on the needs of children and their families, agreeing the most appropriate intervention to meet those identified needs.

Children's Assessment Team

The Children's Assessment Teams complete child and family assessments, section 47s, and child in need work. They work on a 5-week duty model enabling social workers ample time to produce high quality child and family assessments. They work with families until the point of the first court hearing, ICPC or CIN meeting.

Emergency Duty Team

A small supportive team of dedicated social workers who cover Solihull outside of usual working hours, evenings, weekends, and night on call. The team have a wide range of experience in Children's, Adults and Mental Health areas of social work.

Families Together

Our new multi-skilled team works restoratively with families, building on their existing strengths. The team takes a 'team around the family' approach, supporting families when they need it most, holding the value that children should remain living within their families where it is safe and appropriate to do so.

We aim to create sustainable relational and emotional change for families whilst strengthening local community connections for children and their parents or carers. The teams are multi-agency and are headed up by social work team managers reporting into the early help and front door service. Families together team does work out of hours as well as through the day and has close links with the EDT team.




Senior Social Worker

Salary up to £46,549 per year

Interview date: Rolling dates across Winter 2023-24

Permanent full-time, Monday to Friday with flexible working

As part of this role, you will:

- Manage complex caseloads, provide coaching, mentoring, and support to Newly Qualified Social Workers (NQSW), as well as experienced workers.
 - Be committed to ensuring the best possible outcomes for children, young people and their families across the local area.
 - Make timely and appropriate responses to and manage assigned work in accordance with Directorate policies and procedures, budgets and relevant legislation.
 - Manage a complex caseload that includes: Child in Need, Child Protection and Children Looked After.
 - Provide expertise and professional excellence in a specialist field acting as a resource to the team and department to develop practice, engage in research and evaluation of practice.
 - Undertake specific service improvement work in other parts of the service as and when required, bringing expertise and innovation to tackle areas of poor performance.
 - Provide expertise and professional excellence in a specialist field acting as a resource to the team and department to develop practice, engage in research and evaluation of practice.
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Senior Social Worker

Your role and responsibilities

- Undertake specific service improvement work in other parts of the service as and when required, bringing expertise and innovation to tackle areas of poor performance.
- To provide detailed reports for statutory reviews, child protection conferences, panels and courts as required.
- Share information, support and develop effective working relationships with team members, professionals in other agencies and other colleagues in the Directorate.
- Promote integrated working, ensuring a need led response that improves the outcomes for children and their families.
- Undertake assessments in line with the “Framework for the Assessment of Children in Need and their Families”.
- Carry out regular reviews of individual plans, record outcomes and formulate plans based on those reviews.
- Establish and implement action plans based on the assessed needs of the children, young people and their families, the child/young person in conjunction with their family and other agencies using Signs of Safety.
- Promote partnership and participation with children and their families.
- To actively participate in supervision, performance management and target setting.
- To participate in the Council's Emergency Plan when required.



Senior Social Worker

Our offer to you

- Earn one of highest salaries in the region. In a recent independent analysis of pay data across the West Midlands comparing our maximum grade salaries to 13 other local authorities we were proud to learn that our offering is in the top three for both Social Worker and Senior Social worker. Earn up to £46,549 pa as a Senior Social worker.
- Local government pension with 6.8% (subject to annual review/change) section contribution.
- 25 days annual leave rising to 30 days after 5 years of service. We also offer the opportunity to buy up to 10 days of additional leave per year.
- Hybrid working approach across the borough of Solihull, including council buildings and other localities.
- Flexible working hours.
- Our Children's Social Care Academy provides training and coaching for practitioners, with year-round training to progress in your career. Working in partnership with Bournemouth University, we deliver academic programs in-house to help you attain the Practice Education Award at either Honours or Masters level.
- Manageable workloads - our Social Workers have an average of 17 children, giving you the time to give dedicated support where it is needed.
- Cycle to work scheme.



Senior Social Worker

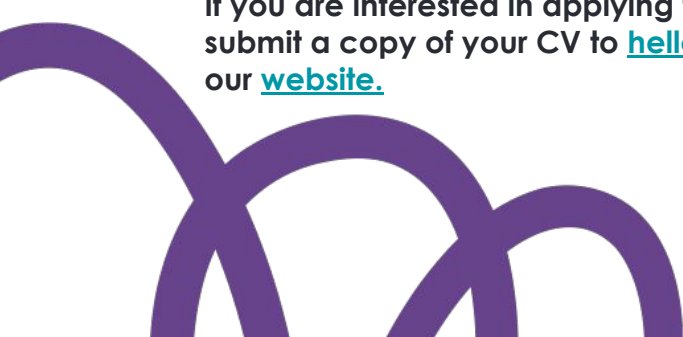
About You

- You will be a Professional Social Worker, holding a Qualification and HCPC registration or pending registration. Evidence of CPD and studying towards a post professional qualification. You will be looking for a new challenge in a caring forward thinking organisation.
- You will be able to apply understanding of all relevant laws and practices. Be a solution-focused and capable worker, with a sound knowledge of current national and regional social work policies/practices. Knowledge of relevant childcare legislation, including a clear understanding of 'Working Together to Safeguard Children'.
- Experience of undertaking high quality, analytical and timely assessments to inform the delivery of a range of interventions to promote change. Significant experience of writing outcome focused plans based on identified needs.
- Hold a driving licence and own your own vehicle as this is an essential car user post due to the demands of the job.
- For disabled applicants, reasonable adjustments will be made where required.
- Delivering a high quality transparent service and committed to ensuring the wellbeing of children, young people and their families.

About Us

- We place children and young people at the heart of all we do to enable them to achieve their potential and lead fulfilling lives. This means our workforce needs to be effectively led, supported, and well trained. It's our aim to offer high-quality supervision and guidance to all team members. This includes supporting you, as you support others in the team.
- We pride ourselves on a strong culture of child-focused practice. This means transparency, cooperation, and a real commitment to the young people we will care for.
- These posts involve working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the Disclosure Scheme can be found here: www.gov.uk/disclosure-barring-service-check

If you are interested in applying to become a Social Worker in our team please submit a copy of your CV to hello@workingforsolihullcouncil.co.uk or apply via our [website](#).





In Solihull we are developing a relational strengths-based organisational and practice culture. This provides us with a set of values, beliefs and behaviours that strengthen our relationships with children, young people, families, communities, our partners and our workforce. The aim is that this will empower us to collaborate, share responsibility and support positive change, while always placing children and their families at the centre of everything we do

Mike, Principal Social Worker



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