

Job Description and Person Specification

Social Worker (Academy)

Job Details	
Grade	GRD7
Service	Help and Protection
Location	Friargate
Job Evaluation Code	

About Coventry City Council
We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation: Open and fair: We are open, fair and transparent. Nurture and develop: We encourage a culture where everyone is supported to do and be the best they can be. Engage and empower: We engage with our residents and empower our employees to enable them to do the right thing. Create and innovate: We embrace new ways of working to continuously improve the services we offer. Own and be accountable: We work together to make the right decisions and deliver the best services for our residents. Value and respect: We put diversity and inclusion at the heart of all we do.

Job Purpose
To support and mentor Newly Qualified Social Workers, through modelling good social work practice. Ensuring practice aligns with Assessed and Supported Year in Employment (ASYE) requirements, Social Work England standards and local expectations.

Main Duties & Key Accountabilities
Leading and modelling high-quality social work practice for Newly Qualified Social Workers, providing guidance on complex casework and fostering a positive learning environment. Support professional

development through coaching, monitoring learning plans, and delivering reflective support that builds confidence, resilience, and a professional identity. Leading Section 47 enquiries within the NQSW cohort.

Key Relationships

External:	Range of statutory and voluntary partner agencies and organisations including but not limited to Health, Education, Police, Probation, Housing, Other Local Authorities, Charities including third sector agencies, CAFCASS.
Internal:	All service areas in Children Services, Human Resources, LADO, Adults Services.

Standard Information

- Post holders will be accountable for
- carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies. Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.
 - attending any training and undertaking any development activities that are identified as mandatory/beneficial to their role.
 - any other duties and responsibilities within the range of the salary grade.

Responsible for

N/A

Person Specification

Requirements - Method of Assessment

Experience	Demonstrable knowledge and experience of children's social care legislation, statutory guidance, assessment and intervention frameworks, and evidence-informed practice. Sound understanding of the Children's Social Work Knowledge and Skills Statement, the diverse needs of children, families and carers. A commitment to equality, diversity and inclusive practice.
	Experience of mentoring, coaching and leading

	practice to support the professional development of students, NQSW and colleagues. Promoting reflective practice, capability growth and high standards of social work practice.
	Carrying out a range of statutory work in childcare/child protection. Social work with complex children and families including child protection, looked after children and court work. Having completed recording/administrative procedures in line with experience.
Knowledge	A thorough knowledge of current children's legislation and national minimum standards affecting Children's Services.
	A thorough knowledge of Social Care provision. Knowledge of assessment methods, care management and casework methods. Understanding of equality issues, particularly within the context of delivering children's services.
Skills And Ability	Working under pressure, meeting deadlines and dealing with interruptions. Skilled in planning and undertaking direct work with children, young people and their families.
	Self-organisation skills, including coping with duty and an allocated workload, prioritising tasks to achieve goals and meet deadlines. Be self-motivated, work with autonomy and seek advice when necessary.
	A commitment to working in an anti-discriminatory and non-judgemental manner.
	Ability to follow specific procedures and work within guidelines, using support and supervision appropriately.
	Ability to recognise when to use statutory or "professional" authority, and use it sensitively and responsibly, with clarity over the role of the agency.
Qualification	Dip SW, CSS or CQSW, or an undefined validated equivalent from another country. Social Work

	England Registered
Special Requirements	Appointment to this post is subject to a satisfactory DBS check, as it is exempt under the Rehabilitation of Offenders Act 1974 legislation.