

# Job Description and Person Specification

Role: Social Worker – Specialising in Domestic Abuse



## Job Description

<b>Job Title</b>	Social Worker – Specialising in Domestic Abuse
<b>Grade</b>	7
<b>Service</b>	Children's Services – FDAC
<b>Reports to</b>	Team Manager
<b>Location</b>	Coventry
<b>Job Evaluation Code</b>	L3624D



## About Coventry City Council

**Who we are:** At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

**Our aim is simple** – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

**Our Values:** 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:



## About the Service your team will provide

### Purpose of the role

- To deliver experienced professional social work services to children, young people and families to meet legislative requirements and adhere to the Social Work England code of practice for social workers.

## Main Duties & Key Accountabilities

### Core Knowledge

- To provide consultation and training for professional staff, families/carers as appropriate in regard to Domestic violence and its impact on children.
- To be responsible for complex Domestic abuse caseloads allocated by a Team Manager which will include case assessment and supervision. Including: planned intensive interventions of, parents, carers, and looked after children and young people.
- Implement, monitor and review plans within multi-agency meetings relating to the assessed complex needs of children, young people and their families/courts in all cases.
- Develop effective working partnerships with those within their families, carers and significant others in the light of the child/young person.
- Liaise and work with other professionals and agencies to achieve improved outcomes for children young people, and their families.
- Maintain performance and develop practice and experience in line with personal targets as agreed with line manager through supervision.
- Work to the agreed quality standard for the service.
- To maintain personal and professional training and development to meet the challenging demands of the job.
- Compile reports for Court /statutory panels in accordance with statutory procedures and practice.
- Maintain up to date records of cases using management information systems in accordance with departmental policies and procedures.
- Participate in the regular collection, collation and supporting of appropriate performance management information which meets the needs of the service.
- To comply with Social Work England Professional Code of Practice for Social Workers.
- The post holder should work flexibly outside office hours where required to meet the needs of children, young people and their families.
- To report to the Team Manager
- Any other duties and responsibilities within the range of the salary grade.

## Key relationships

<b>External</b> Parents who come to the attention of the Family court Warwickshire county Council children's and legal services . Judicial Private law firms. Centre of justice and innovation . West midlands crime commission Local women's refuge and domestic abuse aid services Change Grow Live treatment services	<b>Internal</b> Coventry Childrens services. Coventry Legal services. Public health
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## 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.

### Smoke Free

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

### Training

The postholder must attend any training that is identified as mandatory to their role.

## Responsible for:

Staff managed by postholder: N/A

## Person specification

<b>Job Evaluation Code</b>	<b>L3624D</b>
<b>Knowledge</b>	
<ul style="list-style-type: none"> <li>• Knowledge of relevant children's legislation.</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge of Domestic abuse Act 2021</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge of Social Care provision.</li> </ul>	
<ul style="list-style-type: none"> <li>• Understanding of the Children's Social Work Knowledge and Skills Statement</li> </ul>	
<ul style="list-style-type: none"> <li>• Understanding of the range of service users' and carers' needs.</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge of statutory guidelines and current thinking on good practice.</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge of good equal opportunity policy and practice in relation to children's social care.</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge of assessment and intervention in domestic abuse where parental substance misuse is a feature</li> </ul>	
<ul style="list-style-type: none"> <li>• Substantial knowledge of domestic violence assessment and/or intervention with Families where there is domestic violence inclusive of risk assessment of adults and children.</li> </ul>	
<b>Skills and Abilities</b>	
<ul style="list-style-type: none"> <li>• Use solution focussed approaches to promote best outcomes for children, young people and their families.</li> </ul>	
<ul style="list-style-type: none"> <li>• Use motivation interviewing to promote change .</li> </ul>	
<ul style="list-style-type: none"> <li>• Skilled in anticipating and responding appropriately to situations of conflict.</li> </ul>	
<ul style="list-style-type: none"> <li>• Effective communication skills, i.e. face-to-face, using the telephone, and writing complex letters, reports and records. Working under pressure, meeting deadlines and dealing with interruptions.</li> </ul>	
<ul style="list-style-type: none"> <li>• Skilled in planning and undertaking direct work with Parents whose children are subject to care proceedings as a result of Domestic abuse and parental substance misuse.</li> </ul>	
<ul style="list-style-type: none"> <li>• Self-organisation skills, including coping with an allocated workload, prioritising tasks to achieve goals and meet deadlines, be self-motivate, work autonomously and seek advice when necessary.</li> </ul>	
<ul style="list-style-type: none"> <li>• A commitment to working in an anti-discriminatory and non-judgemental manner.</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to follow specific procedures and work within guidelines, using support and supervision appropriately.</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to recognise when to use statutory or "professional" authority, and use it sensitively and responsibly, with clarity over the role of the agency.</li> </ul>	



<ul style="list-style-type: none"> <li>• The ability to independently interpret and analyse varied and complex information or situations and to produce solutions in both written and verbal format.</li> </ul>			
<ul style="list-style-type: none"> <li>• The ability to act on behalf of the Council as an advocate in a formal setting.</li> </ul>			
<ul style="list-style-type: none"> <li>• Ability to use a range of evidence-based interventions to effect change with Parents whose children are subject to care proceedings as a result of Domestic abuse and parental substance misuse.</li> </ul>			
<ul style="list-style-type: none"> <li>• Ability to incorporate research into social work practice.</li> </ul>			
<ul style="list-style-type: none"> <li>• Ability to use appropriate information technology software packages.</li> </ul>			
<b>Experience</b>			
<ul style="list-style-type: none"> <li>• Experience of taking lead responsibility for case work planning, co-ordination, monitoring and review.</li> </ul>			
<ul style="list-style-type: none"> <li>• Evidence of ability to plan and deliver appropriate programmes of direct work and evaluate their effectiveness.</li> </ul>			
<ul style="list-style-type: none"> <li>• Experience of undertaking family assessments using a variety of assessment tools.</li> </ul>			
<ul style="list-style-type: none"> <li>• Experience of working with families subject to care proceedings.</li> </ul>			
<ul style="list-style-type: none"> <li>• Considerable experience of working with families where there are domestic violence issues.</li> </ul>			
<ul style="list-style-type: none"> <li>• Experience of working with families where there are substance misuse issues, domestic violence and mental health issues.</li> </ul>			
<ul style="list-style-type: none"> <li>• Wide experience of working with parents, children and young people (including those aged 16 and above, and LAC) and their families.</li> </ul>			
<ul style="list-style-type: none"> <li>• Experience of managing court processes.</li> </ul>			
<ul style="list-style-type: none"> <li>• Evidence of personal resilience and aptitude for dealing with potentially distressing and highly emotional clinical work.</li> </ul>			
<ul style="list-style-type: none"> <li>• Commitment to evaluate and audit processes or experience.</li> </ul>			
<b>Qualifications</b>			
<ul style="list-style-type: none"> <li>• Degree/MA in Social Work, Dip SW, CSS or CQSW, or a Social Work England validated equivalent from another country.</li> </ul>			
<ul style="list-style-type: none"> <li>• Registration with Social Work England.</li> </ul>			
<ul style="list-style-type: none"> <li>• To have successfully completed the Assessed Year of Employment or an equivalent post qualifying pathway.</li> </ul>			
<b>Special Requirements</b>			
<ul style="list-style-type: none"> <li>• This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).</li> </ul>			
<b>Date Created</b>		<b>Date Reviewed</b>	
		December 2022	