



Job description	
Job title	Shield Advanced Social Worker
Grade	Advanced – Pay Band M / SCP 34-35
Directorate	Childrens Social Care
Section/team	Shield Team
Accountable to	Shield Team Manager
Responsible for	N/A
Date reviewed	22.6.22

Purpose of the Job

To work as an Advanced Social worker of the Shield Service delivering targeted and co-ordinated interventions to families with children 0-18 years displaying a range of complex, interacting needs. These will include effective parenting skills, relationship breakdown, family dynamics, emotional health and well-being, sexual health and self-esteem. Families will be supported to achieve better outcomes including improved school attendance and tackle issues such as truancy and exclusion, reduce risk of exploitation including crime, anti-social behaviour and improve employability.

Shield adopts a multi-disciplinary approach to working with families and will have a good working knowledge of services and interventions that are available across the partnership to support families. To complete therapeutic interventions using a trusted relationship model, support the completion of assessments, develop clear and focused plans, and ensure timely delivery of effective services.

Shield Advanced Social worker will undertake holistic child exploitation assessments in partnership with families and will act as a Lead Professional to develop an outcome focused family exploitation plan and co-ordinate the delivery and reviews of this plan. This will include personally delivering a range of supportive and practical interventions, directing the multi-agency professionals in relation to exploitation. This will also require delivering parenting interventions to reduce the risk of exploitation. Delivery of the family plan may also include the co-ordination of other services interaction with the family and procurement of other relevant, specialist interventions.

The Shield Advanced Social worker will assist and deputise in the absence of the Team Manager and provide high quality professional supervision, reflective supervision, appraisal, and support to others as appropriate identify and develop potential within other staff.



The Shield Advanced Social worker will also be expected to organise and participate in practice improvement activities to support the development of the service and may be asked to lead on thematic activities.

The Shield Advanced Social worker will be the lead in Shield on all mapping activities with the Police in relation to intelligence and information on exploitation and represent Shield at Police forums in relation to threats and risks, perpetrators of exploitation and children being exploited by organised crime groups.

Duties and Responsibilities

1. To deputise in the absence of the Shield Team Manager and ensure all safeguarding has been responded to for child victims of exploitation and all forms of disruption is being taken against the perpetrators of exploitation. To analyse information coming into the team and allocate tasks to team members. To ensure that all staff safety has been responded to, including after hours appointments. To be part of a weekend rota to process all missing episodes.
2. To act as a lead and manage a specialist caseload and to work directly with young people and their families that are assessed as being exploited (high risk), mainly open to Children Social Care. The role requires a particular focus upon child exploitation (sexual and criminal), trafficking and missing and working with the most difficult to engage cohort.
3. To lead on specialist child exploitation and undertake whole family child exploitation assessments and assess levels of risk in terms of exploitation. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators.
4. To ensure all assessments, plans and interventions are based upon the latest research guidance on Child Exploitation. To prepare/formulate plans and deliver interventions for children and young people and parents. To have extensive knowledge of trauma informed practices and have the ability to support and influence the wider multi-agency partnership to promote various therapeutic models
5. To screen the Missing Episodes that come into the Multi-Agency Safeguarding Hub. To establish threshold of support needed using signs of safety model to ensure a holistic assessment of risk and support needed. To respond to MASH information requests providing recommendations in relation to exploitation. To attend the Daily Morning Meeting and strategy meetings when required to represent Shield and ensure exploitation concerns are being considered.



6. To support the making of key decisions in respect of children in accordance with legislation, statutory guidance and local policies, in particular the Children's Act, Working Together and Knowsley's Threshold of Need guidance. Provide support and leadership when dealing with the sensitive exploration of issues of confidentiality, privacy and information sharing in complex or risky situation
7. To represent Shield and contribute at the Multi-Agency Child Exploitation meeting, Police Multi-Agency Response to Threat Harm and Risk and Threat Harm and Risk meeting. To actively contribute and main focus on disruption of adult perpetrators of exploitation.
8. To oversee mapping activities within Shield in relation to intelligence and information on exploitation and represent Shield at Police forums in relation to threats and risks, perpetrators of exploitation and children being exploited by organised crime groups.
9. To design/create and deliver training packages tailored to a variety of audiences - school assemblies through to groups of multi-agency professionals.
10. To maintain and quality assure case records to a high standard and to write reports on individual young people, or particular pieces of work, as required, including in certain specified instances reports for the court, child protection conferences etc. Ensure that all Shield information systems are maintained and updated as policy and procedure dictates.
11. To allocate work within the team to ensure that it is allocated in accordance with Service procedures.
12. To manage a small number of staff members (non-social workers) within Shield and provide high quality professional supervision using critical reflection and a range of other supervisory techniques ensure high quality professional supervision is provided within your area of responsibility provide professional, reflective supervision, appraisal, and support to others as appropriate identify and develop potential within other staff.



13. To complete reflective supervisions for ASYE and facilitate team learning.
14. To support the service Quality Assurance programme by completing audits and providing feedback and challenge to individuals to support service and individual improvement. To support the Team Manager to monitor performance and standards
15. Ensure the statutory duties of the Council are fulfilled and met in accordance with legal requirements and Service responsibilities in relation to statutory reviews or instruments in accordance with the particular responsibilities of the post taking into consideration the council's duty to promote and safeguard a child's welfare.
16. To pursue appropriate personal and professional training and development opportunities as and when they occur to ensure compliance with HCPC and Directorate standards/expectations.
17. To comply with all the Council's Standing orders and financial regulations.
18. Any other duties (commensurate with the grade) which will assist the Service in meeting its objectives

Health and Safety

- To use equipment as instructed and trained
- To inform management of any health and safety issues which could place individuals in danger

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use policy and Data Protection Policy,
- Protect the council's information assets from unauthorised access, disclosure, modification, destruction or interference,
- Report actual or potential security incidents.

Knowsley Better Together – Staff Qualities

The following qualities have been adopted by the Council and apply to all employees. You are expected to embrace and display these qualities. Your line manager will discuss your behaviour with you, during your My Time and My Time Extra meetings.

- **Integrity.** You are required to be open and honest, maintain high standards of personal behaviour and display strong moral principles.
- **Accountability.** You must take personal responsibility for your actions and decisions and understand the consequences of your behaviour.



- **Communication.** You must listen and talk to others, taking account of other people's points of view. You should share information and strive to work together.
- **Respect.** You must treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can.