

RAINBOWS HOSPICE FOR BABIES, CHILDREN AND YOUNG PEOPLE

JOB DESCRIPTION

Job Title: Social Worker
Salary Band: D
DBS required: Enhanced
Responsible to: Sarah Maskery- Safeguarding Lead
Accountable to: Anne-Marie Rosak
Responsible for:

Job Summary

To act as an expert Social Work resource, providing specialist advice, information and support to families, carers, the Rainbows Family Support, Hospice at Home, Palliative Care and Care Teams in relation to holistic needs.

To offer targeted work to families referred to social work based on their presenting needs; usually where the issues are too complex or specialist for other members of the family support team. To manage their own case load and time to ensure goals are met for the families allocated to them. To work in a way that empowers families; where appropriate to advocate for these families, attend meetings, liaising and building relationships with other professionals.

To work as a member of the multi-disciplinary team contributing to its understanding of psychological, emotional and social problems that may be experienced by families that include a child with a life limiting condition.

To bring knowledge, skills and experience of statutory frameworks and advocacy to ensure the rights of babies, children, young people and their families are met.

As a member of the multidisciplinary team to identify gaps in knowledge and learning across the service and implement support and training in response. To support the development of colleagues by coaching, training or modelling best practice in line with changes in legislation, local and national policies and procedures. Driving quality assurance and learning from what works well for babies, children, young people and their families.

Offer support, advice and co-working around safeguarding issues in conjunction with the Safeguarding Lead.

To lead the development, delivery and evaluation of the post and service delivery.

Enquiries:

 01509 638000
 peopleteam@rainbows.co.uk

Key Responsibilities

- To offer targeted work to families where the presenting family need is too complex or specialist to be met within the wider Family Support Team. To undertake direct social work, group or family work, in response to the needs of families using the service.
- To provide case management consultation on complex social issues to members of the family support and wider hospice team.
- To develop a knowledge of sources of practical or psychological assistance and support for families within the statutory and voluntary sectors across the East Midlands and refer to them appropriately.
- To triage internal referrals made to social work and manage own caseload.
- To work in partnership with the multi-professional team to ensure that social aspects of the child's and family's needs are promoted and addressed.
- To provide information, expertise and advocacy regarding benefits, housing, and charitable assistance.
- To ensure that families are aware of their legal and statutory rights and to act as their advocate where appropriate.
- To promote the development of effective links with local community agencies and represent the team as required at events. To maintain up-to-date knowledge of community support available in different localities and signpost appropriately.
- Where needed to support members of the family support team in making effective referrals to social care and ensuring key information is included within these.
- Develop, deliver and co-ordinate training, including Level 3 Safeguarding training in conjunction with the Safeguarding Lead, to meet the needs of the service.
- Chair or co-chair meetings and panels as appropriate, both internally and with external agencies.
- Provide group supervision sessions within the Family Support Team
- To attend and contribute to multi-disciplinary meetings internally and externally.
- To develop and maintain effective appropriate networks and partnerships in order to promote and enhance the work of Rainbows Hospice
- To liaise and co- work in conjunction with social workers within the statutory sector. To offer constructive challenge where necessary.
- To maintain up-to-date knowledge of all significant welfare benefit, housing and employment changes and understand and apply relevant and current legislation to support families.
- Maintain accurate and up-to-date documentation of all interventions with children and their families.

Education

- To deliver appropriate formal and informal training to the organisation and externally.
- To supervise social work students whilst on placement or shadowing at Rainbows.
- To value and utilise skills of other team members, being aware of personal/professional strengths and weaknesses, sharing and proactively learning new skills.
- To attend all training sessions and staff meetings as required.
- To attend study days and conferences as agreed with the Safeguarding Lead, and feeding back reports to all team members.
- To provide teaching to staff members and students.

Professional

- To be registered with *Social Work England*
- To maintain standard of conduct/physical appearance, in line with the Hospice Dress Code, in order to retain public confidence.
- To promote and maintain good team work and take personal responsibility to contribute to the team's healthy functioning.
- To adopt positive and reflective approach to personal and professional development, participating constructively in annual IPR process and actioning objectives.
- To maintain confidentiality of children, young people and families at all times, and respect confidentiality of all aspects of Hospice and staff affairs.
- To maintain professional development by keeping up-to-date with current research and developments within the field of palliative care and record such development.
- To write professional reports as necessary.

Training and Development

- Registration with Social Work England, meeting the requirements for annual renewal and CPD requirements.
- To attend staff development programmes, training courses, conferences and study days as deemed necessary.
- To attend compulsory staff meetings.

- To maintain own professional portfolio and keeping updated with developments and research based practice within given field of expertise.
- To undertake specific training with regard IT and database systems as required
- To take responsibility for attendance at mandatory training sessions as deemed necessary by the organisation.

Dimension and limits of Authority

- To assist Rainbows Safeguarding Lead in leading on the organisation's statutory duties under the Children's Act 1989, 2004 and the Care Act 2014

Data Compliance and Confidentiality

- In line with national legislation, and Rainbows policies, must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies.
- To comply with all Rainbows policies and procedures on Data Protection, Confidentiality, and Information Security.

Behaviours and Values

- To promote, uphold and demonstrate the Rainbows values.
- To work actively and positively as part of the wider hospice team, demonstrating a desire and ability to build relationships with colleagues across all teams.
- To be able to manage time and projects effectively and efficiently and respond to shifting priorities and workloads with ease.
- To be proactive in seeking out support and finding new ways to encourage supporters to participate in our activities.
- To act always in a professional manner, respecting the needs of colleagues and co-workers, working collaboratively to ensure a harmonious work environment, and following our code of conduct at all times.
- Rainbows recognises the valuable contribution that volunteers make across the whole organisation, and we expect all employees to be able to support and work effectively with those who choose to volunteer with us.

Our Values:

- One Team – Working together with fairness and respect.
- People Centred – Championing inclusivity, compassion, and clarity.
- Aim High – Adapting, learning, and sharing our expertise.

- Own It – Focused, committed, and accountable.

Safeguarding Children and Adults with Care and Support Needs.

- To comply with Hospice and the Local Authority of where the BCYP is ordinarily resident policies and procedures.
- To follow hospice policy regarding the management of safeguarding concerns.
- To access mandatory safeguarding training and demonstrate competence at the required level.
- To support Rainbows Safeguarding Lead in providing safeguarding training and safeguarding supervision to staff.

Equality, Diversity and Rights

Rainbows Hospice for Children and Young People is committed to improving the quality of its services to all people, irrespective of race/ethnicity, disability, gender, religion or belief, age, or sexual orientation. Our objective is to deliver high quality services that are accessible, responsive, and appropriate to meet the diverse needs of different groups and individuals. As such, we will continue to take action to ensure that staff and volunteers employed by Rainbows Hospice are culturally aware and treat every person with dignity, respect, and fairness, in a way that is sensitively responsive to differences and similarities. Unlawful discrimination and other forms of exclusion have no place within Rainbows Hospice.

Responsibilities:

- Support and uphold the equality, diversity, and rights of all individuals, including children, young people, their families, staff, and volunteers.
- Actively promote the consultation and involvement of children, young people, and families in decision-making processes.
- Adhere to and work in alignment with the Hospice's Equality and Diversity Policy.

Health and Safety

- To carry out duties placed on employees by the Health and Safety at Work Act 1974.
- To comply with Health and Safety Policy.

- To take reasonable care for the Health and Safety of themselves and others who may be affected by their acts or omissions at work.
- To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, or welfare in the pursuance of any of the relevant statutory provisions.
- To be aware of and adhere to current policies regarding infection control at all times.

General

- To maintain a high standard of personal hygiene and presentation.
- To act at all times in a professional manner, respecting the needs of colleagues and co-operating to maintain a harmonious working environment.
- Undertake any additional duties as may be reasonably required by your Line Manager.

This job description is subject to amendment and may be changed from time to time.