

ROLE ADVERT

ROLE TITLE: **Social Worker**
SCYPT, Children's Services
Permanent

POST ID: SCS203

GRADE: BAND I SCP 37 – SCP 41 (£32,164 - £36,019 per annum)

HOURS: 37 per week

LOCATION: Magor, which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

PURPOSE OF POST:

- To work with and build trusting and meaningful relationships with Children and Young people who are looked after and Leaving Care.
- To work with children, young people, their families and their carers to ensure that their needs are met through comprehensive assessments and planning for their future care.
- To be passionate and enthusiastic about supporting children and young people in care and empower them to make decisions about their lives.
- To invest in the Team ethos and contribute to the on-going development of the team and service

Should you require any further information regarding this post, please contact: Rachel Palser, Team Manager of Children and Young People's Support Team Tel: 01291 636355.

Closing Date : Friday 28th October 2016
Interview Date : Monday 14th November 2016

Please Note that we are not able to accept CV's

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-
People Services, Monmouthshire County Council, PO BOX 106,
CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.

ROLE PROFILE

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RESPONSIBLE TO: Team Manager, Children & Young People's Support Team

Children and Young People's Support Team.....Who are we?

- We work with all children who are looked after by Monmouthshire or who are care leavers.
- We are committed to supporting children and young people to achieve their potential and will always go the extra mile.
- We are a committed and supportive team.

Our Purpose:-

- Working alongside children and young adults to enable them to live their own lives
- Enable families within the community to keep children and young people safe and to reach their full potential.

The Purpose of this Role:-

- To assess, plan and co-ordinate the needs of looked after children and care leavers.
- To work within the legal framework to achieve permanence for children and young people.
- To build trusting relationships with children and young people, family and support network to ensure that plans are child centred.

Expectation and Outcomes of this Role:-

Within this role you will be expected to:

- Be inspired by working with Children and Young people!
- Build relationships with children, young people, their family and carers so that you can understand their needs and complexities in meeting those needs long term

- Assess and plan for children and young people adhering to relevant guidance and legislation
- Support children and young people who are looked after and leaving care ensuring actions are completed within the appropriate planning process
- Assess and work with multi-agency partners to reduce the level of risk and vulnerability of children and young people.

The outcomes achieved by this role are for children and young people:

- To be safe
- To achieve happiness
- To maintain relationships with their family and those who are important to them
- To be supported to achieve their potential and to live independently as an adult

Your responsibilities are to:-

- Possess a high quality of professional social work knowledge and skills.
- Have a good knowledge of relevant legislation, policies and procedures in working with children and families.
- Manage a caseload that includes complex and diverse cases, involving assessments, reviews and the preparation of reports.
- Be confident in presenting information in formal meetings and at court.
- Work in a flexible and imaginative way to provide support and advice for children, young people, their families and carers.
- Complete quality assessments of individuals and families; analysing strengths and risks.
- Formulate plans to meet assessed needs and risks building on strengths of children, families and carers.
- Implement agreed plans to safeguard children and to increase the capacity and resilience of their parents and/or carers.
- Chair reviews/meetings
- Undertake office duty and respond to crises, as and when required.
- Work as part of a team and contribute to the development of the service.
- Be willing to supervise Social Work students.
- Initiate, develop and sustain effective working relationships with foster carers as professionals.
- Initiate, develop and sustain effective working relationships with partner agencies.
- Develop your own professional skills through supervision sessions and through undertaking appropriate training and development.
- Maintain your awareness of changes in legislation, related policies and practices and implement these within own professional practice.
- Maintain accurate records, which are up-to-date.
- Work in a flexible way, if the need arises, so that tasks not specifically covered in this job description are undertaken.
- Registered with the Care Council for Wales.
- Maintain safe working practices for self and others, in accordance with the authority's policy statement on Health and Safety at Work.

Here's what we can provide you with:-

- Regular supervision
- Access to a range of training opportunities
- The opportunity to work within a friendly and dynamic team

- The chance to help shape future provision for service users
- Regular employee reviews to discuss progress, development and future objectives

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Education, qualifications and knowledge

- A recognised Social Work qualification
- Knowledge of current relevant legislative framework and national policy
- A working knowledge of child development and protection theories, including attachment theory and the needs of Looked After Children/Children in Need/children in the Child Protection system
- Understanding and knowledge of adoption, fostering, disability, and children and families issues as appropriate to work setting

Experience

- Relevant post qualifying experience of working within a statutory fieldwork team working with complex family situations
- Experience of writing and presenting formal reports, assessments and statements
- Experience of working in partnership with other agencies and building effective working relationships

Communication and interpersonal skills

- Good organisational skills including recording skills and use of I.T.
- Good communication skills both orally and in writing
- Good assessment skills
- Direct work skills with children, families and carers
- Effective negotiating and interpersonal skills including the ability to manage conflict
- Ability to prioritise and to work effectively on own initiative as well as within a team

Personal attributes

- Commitment to continued professional development
- A genuine commitment to the involvement of service users and carers
- Enthusiasm
- Innovative ideas and flexibility
- Willingness to abide by the Council's Equal Opportunities Policy, including undertaking appropriate equality awareness training.
- Understanding and respect for the principles of confidentiality

Other

- A current full driving license and access to a car
- A current enhanced DBS (Disclosure & Barring Service) check
- Registered as a Social Worker with the Care Council for Wales.

**Should you require any further information regarding this post, please contact:
Rachel Palser, Team Manager of Children and Young People's Support Team
Tel: 01873 735953.**

**Closing Date: 12 Noon on Friday 28th October 2016
Interviews : Monday 14th November 2016**

HYSBYSEB SWYDD

TEITL Y SWYDD: **Gweithiwr Cymdeithasol**
SCYPT, Gwasanaethau Plant

Parhaol

Cyfeirnod y Swydd: SCS203

GRADDFA: BAND I SCP 37 – SCP 41 (£32,164 - £36,019 y flwyddyn)

ORIAU: 37 yr wythnos

LLEOLIAD: Magwyr, gallai hyn newid yn y dyfodol os oes angen i leoliad y gwasanaeth adleoli. Ni fydd costau adleoli neu aflonyddwch yn cael eu talu os bydd hyn yn digwydd.

DIBEN Y SWYDD:

- Gweithio gyda ac adeiladu perthnasoedd ymddiriedus ac ystyrlon gyda phlant a phobl ifanc sy'n derbyn gofal ac yn gadael gofal.
- Gweithio gyda phlant, pobl ifanc, eu teuluoedd a'u gofalwyr i sicrhau bod eu hanghenion yn cael eu bodloni trwy asesiadau cynhwysfawr a chynllunio ar gyfer eu gofal yn y dyfodol.
- Bod yn frwdfrydig am gefnogi plant a phobl ifanc mewn gofal a'u grymuso i wneud penderfyniadau am eu bywydau.
- Buddsoddi yn ethos y tîm a chyfrannu at ddatblygiad parhaus y tîm a'r gwasanaeth.

Pe hoffech ragor o wybodaeth yn ymwneud â'r swydd hon, cysylltwch â: Rachel Palsler, Rheolwr Tîm y Tîm Cefnogi Plant a Phobl Ifanc, Ffôn: 01291 636355.

Dyddiad Cau: **Dydd Gwener 28 Hydref 2016**

Dyddiad Cyfweiliad: **Dydd Llun 14 Tachwedd 2016**

Nodwch na fedrwn dderbyn CVs

Gellir cwblhau ffurflenni cais ar-lein neu eu lawrlwytho o:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Dylid dychwelyd ffurflenni cais wedi'u cwblhau ar bapur at y cyfeiriad canlynol:-

Gwasanaethau Pobl, Cyngor Sir Fynwy, BLWCH POST 106, CIL-Y-COED, NP26 9AN

Mae penodiad i'r swydd hon wedi'i eithrio o'r Ddeddf Adsefydlu Troseddwyr ac yn destun Gwiriad Datgeliad Manylach.

Mae Cyngor Sir Fynwy yn gyflogwr cyfle cyfartal ac yn croesawu ceisiadau wrth bob rhan o'r gymuned. Mae'n bosib rhannu bob swydd oni nodir fel arall.



PROFFIL O'R SWYDD

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YN ATEBOL I: Rheolwr Tîm y Tîm Cefnogi Plant a Phobl Ifanc

Y Tîm Cefnogi Plant a Phobl Ifanc...Pwy ydyn ni?

- Rydym yn gweithio gyda phob plentyn sy'n derbyn gofal gan Sir Fynwy neu'r sawl sydd wedi gadael gofal.
- Rydym yn ymrwymedig at gefnogi plant a phobl ifanc i gyflawni'u potensial a byddwn bob tro'n mynd y cam ychwanegol.
- Rydym yn dîm ymrwymedig a chefnogol.

Ein Nod:-

- Gweithio ochr yn ochr â phlant ac oedolion ifanc i'w galluogi i fyw eu bywydau eu hunain
- Galluogi teuluoedd o fewn y gymuned i gadw plant a phobl ifanc yn ddiogel a chyrraedd eu llawn botensial.

Diben y Swydd hon:

- Asesu, cynllunio a chydlynu anghenion plant sy'n derbyn gofal a'r sawl sy'n gadael gofal.
- Gweithio o fewn y fframwaith cyfreithiol i gyflawni parhauster ar gyfer plant a phobl ifanc.

- Adeiladu perthnasoedd ymddiriedus gyda phlant a phobl ifanc, teuluoedd a rhwydweithiau cefnogi er mwyn sicrhau bod cynlluniau yn canolbwyntio ar y plentyn.

Disgwyliadau a Chanlyniadau'r Rôl hon:-

O fewn y rôl hon, bydd disgwyl i chi:

- Cael eich ysbrydoli gan weithio gyda phlant a phobl ifanc!
- Adeiladu perthnasoedd gyda phlant, pobl ifanc, eu teuluoedd a'u gofalwyr er mwyn i chi allu deall eu hanghenion a'u cymhlethdodau er mwyn bodloni'r anghenion hynny yn yr hir dymor.
- Asesu a chynllunio ar gyfer plant a phobl ifanc gan gydymffurfio â chyfarwyddyd a deddfwriaeth berthnasol.
- Cefnogi plant a phobl ifanc sy'n derbyn gofal ac yn gadael gofal gan sicrhau bod gweithrediadau'n cael eu cyflawni o fewn y broses cynllunio briodol
- Asesu a gweithio gyda phartneriaid aml-asiantaeth i leihau'r risg a bregusrwydd i blant a phobl ifanc.

Y canlyniadau a gyflawnir gan y rôl hon ar gyfer plant a phobl ifanc:

- Bod yn ddiogel
- Hapusrwydd
- Cynnal perthnasoedd gyda'u teulu a'r sawl sy'n bwysig iddynt
- Cael eu cefnogi i gyflawni eu potensial a byw'n annibynnol fel oedolyn

Eich cyfrifoldebau:-

- Meddu ar ansawdd uchel o wybodaeth a sgiliau ar waith cymdeithasol proffesiynol.
- Meddu ar wybodaeth dda am ddeddfwriaeth, polisiau a gweithdrefnau perthnasol wrth weithio gyda phlant a theuluoedd.
- Rheoli llwyth gwaith sy'n cynnwys achosion cymhleth ac amrywiol, gan gynnwys asesiadau, adolygiadau a pharatoi adroddiadau.
- Bod yn hyderus wrth gyflwyno gwybodaeth mewn cyfarfodydd ffurfiol ac yn y llys.
- Gweithio mewn modd hyblyg a chreadigol i ddarparu cefnogaeth a chynghor i blant, pobl ifanc, eu teuluoedd a gofalwyr.
- Cwblhau asesiadau ansawdd am unigolion a theuluoedd; gan ddadansoddi cryfderau a risgiau.
- Llunio cynlluniau i fodloni anghenion a risgiau a aseswyd gan adeiladu ar gryfderau plant, teuluoedd a gofalwyr.
- Rhoi cynlluniau a gytunwyd arnynt ar waith i ddiogelu plant a chynyddu capasiti a gwydnwch eu rhieni a/neu ofalwyr.
- Cadeirio adolygiadau/cyfarfodydd.
- Ymgymryd â dyletswyddau swyddfa ac ymateb i argyfyngau yn ôl yr angen.
- Gweithio fel rhan o dîm a chyfrannu at ddatblygiad y gwasanaeth.
- Bod yn fodlon goruchwyllo myfyrwyr Gwaith Cymdeithasol.
- Cychwyn, meithrin a chynnal perthnasau gwaith effeithiol gyda gofalwyr maeth fel gweithwyr proffesiynol.
- Cychwyn, meithrin a chynnal perthnasau gwaith effeithiol gydag asiantaethau partner.
- Datblygu eich sgiliau proffesiynol eich hun trwy sesiynau goruchwyllo a thrwy ymgymryd â hyfforddiant a datblygiad perthnasol.

- Cynnal eich ymwybyddiaeth o newidiadau mewn deddfwriaeth, polisïau a gweithdrefnau perthnasol a'u rhoi ar waith yn eich arfer proffesiynol eich hun.
- Cynnal cofnodion cywir, sy'n gyfredol.
- Gweithio mewn modd hyblyg, os oes angen, er mwyn gallu ymgymryd â thasgau sydd heb eu cynnwys yn benodol yn y swydd ddisgrifiad hwn .
- Wedi cofrestru gyda Chyngor Gofal Cymru.
- Cynnal arferion gwaith diogel ar gyfer eich hun ac eraill, yn unol â datganiad polisi'r awdurdod ar lechyd a Diogelwch yn y Gwaith.

Dyma beth allwn ni gynnig i chi:-

- Goruchwyliaeth gyson
- Mynediad at amrediad o gyfleoedd hyfforddiant
- Y cyfle i weithio fel rhan o dîm cyfeillgar a deinamig
- Y cyfle i helpu llunio darpariaeth y dyfodol ar gyfer defnyddwyr gwasanaeth
- Adolygiadau rheolaidd i drafod cynnydd, datblygiad ac amcanion ar gyfer y dyfodol

Beth arall sydd angen i chi wybod ... dyma werthodd Sir Fynwy:

- Diffuantrwydd: Rydym yn dyheu am fod yn agored ac yn onest i ddatblygu perthnasau ymddiriedus.
- Tegwch: Rydym yn dyheu am ddarparu dewis teg, cyfleoedd a phrofiadau ac i ddod yn sefydliad wedi'i adeiladu ar barch at ein gilydd.
- Hyblygrwydd: Rydym yn dyheu am hyblygrwydd wrth feddwl a gweithredu ac i ddod yn sefydliad effeithiol ac effeithlon.
- Gwaith Tîm: Rydym yn dyheu at weithio gyda'n gilydd i rannu ein llwyddiannau a'n methiannau trwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein hamcanion.

Yn ychwanegol:

Mae pob gweithiwr yn gyfrifol am sicrhau eu bod yn ymddwyn ar bob adeg mewn modd sy'n cyd-fynd â Pholisi Cyfle Cyfartal Sir Fynwy yn eu maes o gyfrifoldeb ac yn eu hymddygiad cyffredinol.

Manyleb Person

Sut byddwn yn gwybod mai chi yw'r person cywir ar gyfer y rôl? Bydd yr ymgeisydd llwyddiannus yn meddu ar y sgiliau canlynol:-

Addysg, cymwysterau a gwybodaeth

- Cymhwyster Gwaith Cymdeithasol cydnabyddedig
- Gwybodaeth o'r fframwaith deddfwriaeth a pholisi cenedlaethol perthnasol, cyfredol
- Gwybodaeth weithiol o theorïau datblygiad a diogelu plant, gan gynnwys y theori ymlyniad ac anghenion Plant sy'n Derbynn Gofal/Plant mewn Angen/plant yn y system Diogelu Plant
- Dealltwriaeth a gwybodaeth am faterion yn ymwneud â mabwysiadu, maethu, anabledd a phlant a theuluoedd fel bo'n briodol mewn lleoliad gwaith

Profiad

- Profiad ôl-gymhwyso perthnasol o weithio mewn tîm gwaith maes statudol yn gweithio gyda sefyllfaoedd teuluol cymhleth
- Profiad o ysgrifennu a chyflwyno adroddiadau ffurfiol, asesiadau a datganiadau
- Profiad o weithio mewn partneriaeth gydag asiantaethau eraill ac adeiladu perthnasau gwaith effeithiol

Sgiliau cyfathrebu a rhyngpersonol

- Sgiliau trefnu da gan gynnwys sgiliau cofnodi a defnydd o TG.
- Sgiliau cyfathrebu da ar lafar ac yn ysgrifenedig
- Sgiliau asesu da
- Sgiliau o weithio'n uniongyrchol â phlant, teuluoedd a gofalwyr
- Sgiliau trafod effeithiol a sgiliau rhyngpersonol gan gynnwys y gallu i reoli anghydfod
- Y gallu i flaenoriaethu tasgau ac i weithio'n effeithiol ar eich pen eich hun yn ogystal â fel rhan o dîm

Rhinweddau personol

- Ymrwymiad at ddatblygiad proffesiynol parhaus
- Gwir ymrwymiad at ymglymiad defnyddwyr gwasanaeth a gofalwyr
- Brwdfrydedd
- Syniadau creadigol a hyblygrwydd
- Parodrwydd i gydymffurfio â Pholisi Cyfle Cyfartal y Cyngor, gan gynnwys ymgymryd â hyfforddiant perthnasol ar ymwybyddiaeth o gydraddoldeb.
- Dealltwriaeth a pharch o gwyddorion cyfrinachedd

Arall

- Trwydded yrru lawn gyfredol a defnydd o gar
- Gwiriad Datgeliad Manylach cyfredol y Gwasanaeth Datgelu a Gwahardd
- Wedi cofrestru fel Gweithiwr Cymdeithasol gyda Chyngor Gofal Cymru.

**Pe hoffech ragor o wybodaeth yn ymwneud â'r swydd hon, cysylltwch â: Rachel Palsler, Rheolwr Tîm y Tîm Cefnogi Plant a Phobl Ifanc
Ffôn: 01873 735953.**

Dyddiad Cau: 12 canol dydd ar Dydd Gwener 28 Hydref 2016

Dyddiad Cyfweiliad: Dydd Llun 14 Tachwedd 2016