monmouthshire
sir fynwy

Come and join the team!

ADVERT

ROLE TITLE: **Social Worker** – Longterm Support Team, Children's Services

ADVERT TEXT:

This is an exciting opportunity for an experienced social worker to join an established team that is dedicated to actively and creatively working with children, young people and their famillies.

LOCATION:	County Hall, Usk and the Monmouthshire locality
GRADE:	BAND I SCP 31– SCP 35 £35,336 - £39,571
HOURS:	37 hours per week
TEMPORARY:	No
DBS CHECK:	Yes (Enhanced Children's Disclosure & Barring Service Check)
CLOSING DATE:	**5pm 11/08/22**

Additional Information
Please note that we are not able to accept CVs

To apply for this post please complete the online application form which can be found on the following page:
https://www.monmouthshire.gov.uk/jobs-employment/

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council is:-

- an equal opportunities employer and welcomes applications from all sections of the community.
- a disability confident committed employer.
- an Armed Forces friendly employer.
- Autism aware and committed to removing barriers to employment
- committed to supporting young people who leave our care to access new opportunities and gain experience.

ROLE PROFILE

ROLE TITLE: **Social Worker** – Longterm support team, Children's Services PERMANENT

POST ID: SCS274

GRADE: BAND I SCP 31– SCP 35 £35,336 - £39,571

HOURS: 37 hours per week

WORK PATTERN: Monday to Thursday 9am to 5pm, Friday 9am to 4.30pm

LOCATION: Usk and the Monmouthshire locality

RESPONSIBLE TO: Team Manager

Long Term 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:-

- to work alongside children and young people to support their needs, help them identify their goals and smooth their transition to adulthood;
- to enable children and young people to participate in their future and the decisions made about them, and to help them have their voice heard;
- to enable parents and carers to develop the skills and understand the need of children in the care in order to ensure that a child's long term wellbeing and safety is best met.

The Purpose of this Role:-

- To implement and support Care Plans post Court proceedings to ensure children are supported in having their needs met and risks continue to be managed to safeguard children and young people;
- 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:-

- 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 Proportionate and 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.
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Here's what we can provide you with:-

- The opportunity to work within a friendly and dynamic team and make a real difference to the lives of children and families in Monmouthshire
- The chance to help shape the future provision for service users
- High quality support and supervision in a friendly and motivated environment
- Quality training in order to professionally and personally develop your skills and experience
- Opportunity to develop welsh language skills in line with the ' more than words' strategy'
- An extra days holiday at Christmas and Easter on top of your generous holiday allowance
- In line with Service objectives, flexibility to work agilely and a flexi scheme in order to achieve a positive work life balance
- Excellent pension scheme and a range of other benefits

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.
Kindness:	We will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

Welsh Language assessment:

Welsh is desirable: You may be required to learn or improve your existing skills through attending staff Welsh language training funded by the council. This will be implemented if a need for Welsh language skills in the role arises.

Safeguarding:

Safeguarding and Child and Adult Protection are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

In addition:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check and two suitable written references before appointment.

The authority is committed to safeguarding and promoting the welfare of children and young people and adults at risk of harm and expects all employees and volunteers to share this commitment.

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.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

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

- Experience of writing and presenting formal reports, assessments and statements
- Experience of working in partnership with other agencies and building effective working relationships
- Newly qualified social workers also welcomed to apply

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

Should you require any further information regarding this post, please contact: samanthafrancis@monmouthshire.gov.uk

Closing Date: 5pm 11/08/22

Please Note that we are not able to accept CVs

Application forms can be completed online or down loaded via:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Applications may be submitted in Welsh or English and an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Completed paper application forms should be returned to the following address:-
People Services, Monmouthshire County Council, County Hall, Rhadyr, Usk, Monmouthshire, NP15 1GA

Dewch i ymuno gyda'r tîm!

HYSBYSEB SWYDD

TEITL Y RÔL: **Gweithiwr Cymdeithasol** - Tîm Cymorth Hirdymor, Gwasanaethau Plant

COPI AR GYFER YR HYSBYSEB:

Dyma gyfle cyffrous i weithiwr cymdeithasol profiadol i ymuno gyda thîm sefydledig sydd wedi ymrwymo i weithio'n egnïol a'n greadigol gyda phlant, pobl ifanc a'u teuluoedd.

LLEOLIAD:	Neuadd y Sir, Brynbuga ac ar draws Sir Fynwy
GRADD:	BAND I SCP 31– SCP 35 £35,336 - £39,571
ORIAU:	37 awr yr wythnos
DROS DRO:	Na
GWIRIAD DBS:	Mae angen gwiriad (Gwiriad Manwl gan y Gwasanaeth Datgelu a Gwahardd)
DYDDIAD CAU:	**5pm 11/08/22**

Gwybodaeth Ychwanegol
Gofynnir i chi nodi na allwn dderbyn CV

Er mwyn gwneud cais am y rôl hon, cwblhewch y ffurflen gais ar-lein sydd ar gael ar y dudalen ganlynol:
https://www.monmouthshire.gov.uk/jobs-employment/

Mae modd cyflwyno ceisiadau yn y Gymraeg, ac ni fydd cais a gyflwynir yn y Gymraeg yn cael ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg,

Mae modd rhannu'r holl swyddi os na nodir fel arall.

Mae Cyngor Sir Fynwy yn:-

- cyflogwr cyfle cyfartal ac yn croesawu ceisiadau gan bob rhan o'r gymuned .
- cyflogwr sydd wedi ymrwymo i fod yn hyderus o ran anabledd
- cyflogwr sydd yn gyfeillgar i'r Lluoedd Arfog
- ymwybodol o Awtistiaeth ac wedi ymrwymo i ddileu unrhyw rwystrau at gyflogaeth
- ymrwymo i gefnogi pobl ifanc sydd yn gadael ein gofal i gael cyfleoedd newydd a phrofiad.

PROFFIL Y RÔL

TEITL SWYDD: **Gweithiwr Cymdeithasol** - Tîm Cymorth Hirdymor, Gwasanaethau Plant

PARHAOL

RHIF ADNABOD Y SWYDD: SCS274

GRADD: BAND I SCP 31 – SCP 35 £35,336 - £39,571

ORIAU: 37 yr wythnos

PATRWM GWAITH: Llun - Iau 9am - 5pm, Gwener 9am - 4.30pm

LLEOLIAD: Brynbuga ac ar hyd a lled Sir Fynwy.

YN ATEBOL I: Rheolwr Tîm

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:-

- yn gweithio ochr yn ochr â phlant ac oedolion ifanc er mwyn cefnogi eu hanghenion, yn eu helpu hwy i adnabod eu hamcanion a'n helpu hwy i symud i'w bywyd fel oedolion;
- yn galluogi plant a phobl ifanc i gymryd rhan yn eu dyfodol a'r penderfyniadau a wneir amdanynt a'n helpu i sicrhau bod eu llais yn cael ei glywed;
- yn caniatáu rhieni a gofalwyr i ddatblygu'r sgiliau ac yn deall anghenion plant mewn gofal er mwyn gofalu am les a diogelwch hirdymor y plentyn yn y ffordd orau bosib

Diben y Swydd hon:

- Gweithredu a chefnogi Cynlluniau Gofal ar ôl y gweithdrefnau Llys er mwyn sicrhau plant yn cael eu cefnogi fel bod modd diwallu eu hanghenion a bod risgiau yn cael eu rheoli er mwyn diogelu plant a phobl ifanc;
- 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:-

- 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 chyngor i blant, pobl ifanc, eu teuluoedd a gofalwyr.
- Cwblhau asesiadau cymesur ac 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 goruchwylio 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 goruchwylio 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 yma.
- Wedi cofrestru gyda Chyngor Gofal Cymru.
- Cynnal arferion gwaith diogel ar gyfer eich hun ac eraill, yn unol â datganiad polisi'r awdurdod ar Iechyd a Diogelwch yn y Gwaith.

Dyma'r hyn y mae modd i ni ddarparu i chi:-

- Y cyfle i weithio o fewn tîm cyfeillgar a deinamig ac yn gwneud gwahaniaeth go iawn i fywydau plant a'u teuluoedd yn Sir Fynwy.
- Y cyfle i helpu llywio darpariaeth y dyfodol ar gyfer defnyddwyr gwasanaeth.
- Cymorth a goruchwyliaeth o safon uchel mewn awyrgylch sydd yn gyfeillgar ac yn eich cymell
- Hyfforddiant o ansawdd er mwyn datblygu eich sgiliau a'ch profiad yn broffesiynol ac yn bersonol
- Y cyfle i ddatblygu sgiliau iaith yn unol gyda'r strategaeth 'mwy na geiriau'
- Diwrnod ychwanegol o wyliau adeg y Nadolig a'r Pasg ar ben eich lwfans gwyliau hael
- Yn unol ag amcanion y Gwasanaeth, yr hyblygrwydd i weithio yn hyblyg er mwyn taro cydbwysedd positif rhwng bywyd a gwaith.
- Cynllun pensiwn ardderchog ac ystod o fudd-daliadau eraill

Beth arall sydd angen i chi wybod…..Dyma Werthoedd Cyngor Fynwy:

Bod yn agored:	Anelwn fod yn agored ac onest i ddatblygu perthynas o ymddiriedaeth.
Bod yn deg:	Anelwn ddarparu dewis, cyfleoedd a phrofiadau a teg a dod yn sefydliad sydd wedi adeiladu ar barch pobl at ei gilydd.
Bod yn hyblyg:	Anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol.
Gwaith tîm:	Anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.
Caredigrwydd:	Byddwn yn dangos caredigrwydd i bawb y gweithiwn gyda nhw, gan roi pwysigrwydd perthynas a'r cysylltiadau sydd gennym gyda'n gilydd wrth galon pob rhyngweithio.

Asesiad o'r Gymraeg:

Y Gymraeg yn Ddymunol: Gall fod angen i chi ddysgu neu wella eich sgiliau presennol drwy fynychu hyfforddiant Cymraeg i staff a gyllidir gan y Cyngor. Gweithredir hyn os yw'r angen yn codi am sgiliau yn y Gymraeg ar gyfer y swydd.

Diogelu:

Mae Diogelu ac Amddiffyn Plant ac Oedolion yn flaenoriaethau allweddol i'r Cyngor. Ein nod yw cefnogi plant ac oedolion sydd mewn perygl i fod mor ddiogel ag y gallant ac i gyflawni eu potensial. Mae holl weithwyr a gwirfoddolwyr y Cyngor yn gyfrifol am chwarae rhan yng ngwaith lles, diogelu ac amddiffyn plant ac oedolion sydd mewn perygl. Bydd yr holl weithwyr a gwirfoddolwyr yn cael eu hyfforddi i'r lefel briodol o ddiogelu ac mae ganddynt ddyletswydd i gyflawni eu cyfrifoldebau personol dros ddiogelu.

Yn ychwanegol at hyn:

Caiff penodiad i'r swydd hon ei eithrio o Ddeddf Adsefydlu Troseddwyr ac mae'n amodol ar Wiriad Datgeliad Estynedig a dau eirda ysgrifenedig addas.

Mae'r awdurdod wedi ymrwymo i ddiogelu a hyrwyddo lles plant a phobl ifanc ac oedolion sydd mewn peryg o niwed ac yn disgwyl i'r holl gyflogeion a gwirfoddolwyr i rannu'r ymrwymiad hwn.

Mae'r holl gyflogeion yn gyfrifol am sicrhau eu bod yn ymddwyn bob tro mewn modd sydd yn gyson gyda Pholisi Cyfle Cyfartal Cyngor Sir Fynwy yn eu meysydd o gyfrifoldeb a'u hymddygiad cyffredinol.

Mae'r holl swyddi'n agored i'w rhannu os na nodir fel arall.

Mae'r awdurdod yn gweithredu polisi Dim Ysmygu yn y Gweithle ac mae disgwyl i'r holl gyflogeion i gydymffurfio gyda hyn.

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 Derbyn 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 o ysgrifennu a chyflwyno adroddiadau ffurfiol, asesiadau a datganiadau
- Profiad o weithio mewn partneriaeth gydag asiantaethau eraill ac adeiladu perthnasau gwaith effeithiol
- Croesawyd gweithwyr cymdeithasol newydd gymhwyso hefyd i wneud cais

Sgiliau cyfathrebu a rhyngbersonol

- 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 rhyngbersonol 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 egwyddorion cyfrinachedd

Os oes gennych unrhyw gwestiynau pellach am y rôl hon, cysylltwch os gwelwch yn dda: samanthafrancis@monmouthshire.gov.uk

Dyddiad Cau: 5pm 11/08/22

Gofynnir i chi nodi na allwn dderbyn CV

Gellir cwblhau ffurflenni cais ar-lein neu eu lawrlwytho o:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Gellir cyflwyno ceisiadau yn y Gymraeg ac ni chaiff cais a gyflwynir yn y Gymraeg ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg.

Ar ôl eu cwblhau, dylid dychwelyd ffurflenni cais ar-lein neu eu lawrlwytho drwy:
Gwasanaethau Pobl, Cyngor Sir Fynwy, Neuadd y Sir, Y Rhadyr, Brynbuga, Sir Fynwy, NP15 1GA