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 enthusiastic social worker to join an dynamic 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 £37,261 - £41,496
HOURS:	37 hours per week
TEMPORARY:	No
DBS CHECK:	Yes (Enhanced Children's Disclosure & Barring Service Check)

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 £37,261 - £41,496

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 are a team of approximately 15 staff consisting of a Team Manager, 2 Senior Practitoners, Social Workers, support workers and Young Persons Advisors.
- We work with children who are looked after by Monmouthshire including Unaccompanied Asylum Seeking Children, as well as care leavers up to the age of 25.
- We are a committed and supportive team.

What do we do?.

- We work alongside other agencies, services and teams to ensure a holistic approach to care planning for our children, young people and families.
- We are committed to supporting children and young people to achieve their identified goals through implementation of outcome focused care plans.
- We work collaboratively with children, young people and their families to ensure their voices are heard.
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The Purpose of this Role:-

- To implement and support Care Plans post care proceedings to ensure children and young people are supported in having their needs met and risks continue to be managed to safeguard them
- 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 statutory timeframes.
- Assess and work with multi-agency partners to reduce the level of risk and vulnerability of children and young people.

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.
- 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 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 hybrid work and a flexi scheme in order to achieve a positive work life balance
- Excellent pension scheme and a range of other benefits such as reduced leisure centre membership within Monmouthshire.

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

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

Live 4th January 2023

monmouthshire
sir fynwy

Dewch i ymuno â'r tîm!

HYSBYSEB

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

TESTUN YR HYSBYSEB:

Dyma gyfle cyffrous i weithiwr cymdeithasol brwdfrydig ymuno â thîm deinamig sy'n ymroddedig i weithio'n weithredol ac yn greadigol gyda phlant, pobl ifanc a'u teuluoedd.

LLEOLIAD: Neuadd y Sir, Brynbuga a lleoliadau Sir Fynwy

GRADD: BAND I SCP 31– SCP 35 £37,261 - £41,496

ORIAU: 37 awr yr wythnos

DROS DRO: Nac Ydyw

A oes angen Gwiriad Gwasanaeth Datgelu a Gwahardd?

Oes (Gwiriad Gwasanaeth Datgelu a Gwahardd Manwl)

Gwybodaeth Ychwanegol
Gofynnir i chi nodi na allwn dderbyn CVau

I wneud cais am y swydd hon, cwblhewch y ffurflen gais ar-lein sydd i'w gweld ar y dudalen ganlynol:
https://www.monmouthshire.gov.uk/cy/swyddi-chyflogaeth/

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.

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

Mae Cyngor Sir Fynwy -
- yn gyflogwr cyfle cyfartal ac yn croesawu ceisiadau gan bob adran o'r gymuned.
- yn gyflogwr Hyderus o ran Anabledd.
- yn gyflogwr sy'n gyfeillgar i'r Lluoedd Arfog.
- yn ystyriol o Awtistiaeth ac wedi ymrwymo i gael gwared ar y rhwystrau i gyflogaeth
- yn ymrwymedig i gefnogi pobl ifanc sy'n gadael ein gofal i fanteisio ar gyfleoedd newydd ac ennill profiad.

PROFFIL Y RÔL

TEITL Y RÔL: **Gweithiwr Cymdeithasol** - Tîm Cymorth Tymor Hir, Gwasanaethau Plant
PARHAOL

RHIF ADNABOD Y SWYDD: SCS274

GRADD: BAND I SCP 31– SCP 35 £37,261 - £41,496

ORIAU: 37 awr yr wythnos

PATRYMAU GWAITH: Dydd Llun i Ddydd Iau - 9am i 5.00pm,
Dydd Gwener 9am i 4.30pm

LLEOLIAD: Brynbuga ac ardal Sir Fynwy

YN ATEBOL I: Rheolwr Tîm

Tîm Cymorth Tymor Hir..... Pwy ydym ni?

- Rydym yn dîm o tua 15 aelod o staff sy'n cynnwys Rheolwr Tîm, 2 Uwch Ymarferydd, Gweithwyr Cymdeithasol, gweithwyr cymorth ac Ymgynghorwyr Pobl Ifanc.
- Rydym yn gweithio gyda phlant sy'n derbyn gofal gan Sir Fynwy gan gynnwys Plant Digwmni sy'n Ceisio Lloches ynghyd â'r rhai sy'n gadael gofal hyd at 25 oed.
- Rydym yn dîm ymroddedig a chefnogol.

Beth ydyn ni'n ei wneud?

- Rydym yn gweithio ochr yn ochr ag asiantaethau, gwasanaethau a thimau eraill i sicrhau dull cyfannol o gynllunio gofal ar gyfer ein plant, ein pobl ifanc a'n teuluoedd.
- Rydym wedi ymrwymo i gefnogi plant a phobl ifanc i gyflawni eu nodau a nodwyd, drwy weithredu cynlluniau gofal sy'n canolbwyntio ar ganlyniadau.
- Rydym yn gweithio ar y cyd â phlant, pobl ifanc a'u teuluoedd i sicrhau bod eu lleisiau yn cael eu clywed.

Pwrpas y Rôl hon:-

- Gweithredu a chefnogi Cynlluniau Gofal wedi achos gofal er mwyn sicrhau bod plant a phobl ifanc yn cael eu cefnogi i gyflawni eu hanghenion a bod risgiau'n parhau i gael eu rheoli i'w diogelu
- I asesu, cynllunio a chydlynu anghenion plant a'r rhai sy'n gadael gofal.
- Gweithio o fewn y fframwaith cyfreithiol i sicrhau parhad i blant a phobl ifanc.

- Meithrin perthnasoedd ymddiriedus gyda gyda phlant a phobl ifanc, eu rhwydwaith teulu a chymorth i sicrhau bod cynlluniau yn canolbwyntio ar yr unigolyn.

Disgwyliadau a Chanlyniadau'r Rôl hon:-

O fewn y rôl hon bydd disgwyl i chi:

- Cael eich ysbrydoli drwy weithio â Phlant a Phobl Ifanc!
- Meithrin perthynas â phlant, pobl ifanc, eu teulu a'u gofalwyr fel y gallwch ddeall eu hanghenion a'u cymhlethdodau wrth ddiwallu'r anghenion hynny yn y tymor hir
- Asesu a chynllunio ar gyfer plant a phobl ifanc gan gadw at ganllawiau a deddfwriaeth berthnasol
- Cefnogi plant a phobl ifanc sy'n derbyn gofal ac sy'n gadael gofal gan sicrhau bod camau'n cael eu cwblhau o fewn yr amserlen statudol.
- Asesu a gweithio gyda phartneriaid aml-asiantaeth i leihau lefel risg a bregusrwydd plant a phobl ifanc.

Bydd eich cyfrifoldebau yn cynnwys:-

- Rheoli llwyth gwaith sy'n cynnwys achosion cymhleth ac amrywiol, sy'n cynnwys asesiadau, adolygiadau a pharatoi adroddiadau.
- Bod yn hyderus wrth gyflwyno gwybodaeth mewn cyfarfodydd ffurfiol ac yn y llys.
- Gweithio mewn ffordd hyblyg a llawn dychymyg i roi cymorth a chyngor i blant, pobl ifanc, eu teuluoedd a gofalwyr.
- Cwblhau asesiadau cymesur cyflawn ac o ansawdd o unigolion a theuluoedd; dadansoddi cryfderau a risgiau.
- Llunio cynlluniau i ddiwallu anghenion a risgiau asesiedig gan adeiladu ar gryfderau plant, teuluoedd a gofalwyr.
- Cytunodd gweithredu cynlluniau i ddiogelu plant ac i gynyddu gallu a gwydnwch eu rhieni a/neu ofalwyr.
- Cadeirio adolygiadau/cyfarfodydd
- Ymgymryd â dyletswydd swyddfa ac ymateb i argyfyngau, fel a phryd y bo angen.
- Gweithio fel rhan o dîm a chyfrannu at ddatblygu'r gwasanaeth.
- Cychwyn, datblygu a chynnal perthnasoedd gweithio effeithiol gyda gofalwyr maeth fel gweithwyr proffesiynol.
- Cychwyn, datblygu a chynnal perthnasoedd gweithio effeithiol gydag asiantaethau partner.
- Datblygu eich sgiliau proffesiynol eich hun drwy sesiynau goruchwylio a thrwy gynnal hyfforddiant a datblygiad priodol.
- Cynnal ymwybyddiaeth o newidiadau mewn deddfwriaeth, polisïau ac arferion cysylltiedig a gweithredu'r rhain o fewn eu harfer proffesiynol eu hunain.
- Cynnal cofnodion cywir, sy'n gyfoes.

- Gweithio mewn ffordd hyblyg, os bydd angen, fel bod tasgau nad ydynt yn cael eu cynnwys yn benodol yn y disgrifiad swydd hwn yn cael eu cyflawni.
- Wedi eich cofrestru gyda Chyngor Gofal Cymru.
- Cynnal arferion gweithio diogel ar gyfer eich hunan ac eraill, yn unol â datganiad polisi'r awdurdod ar Iechyd a Diogelwch yn y Gwaith.
  .

Dyma beth y gallwn ei rhoi i chi:-

- Cyfle i weithio mewn tîm cyfeillgar a deinamig a gwneud gwahaniaeth gwirioneddol i fywydau plant a theuluoedd yn Sir Fynwy
- Cyfle i helpu i lywio darpariaeth defnyddwyr gwasanaeth yn y dyfodol
- Cefnogaeth a goruchwyliaeth o ansawdd uchel mewn amgylchedd cyfeillgar
- Hyfforddiant o safon er mwyn datblygu eich sgiliau a'ch profiad yn broffesiynol ac yn bersonol
- Cyfleoedd i ddatblygu sgiliau iaith Gymraeg yn unol â'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, hyblygrwydd i waith hybrid a chynllun fflecsi er mwyn sicrhau cydbwysedd bywyd gwaith cadarnhaol
- Cynllun pensiwn rhagorol ac amrywiaeth o fudd-daliadau eraill fel llai o aelodaeth canolfan hamdden yn Sir Fynwy.

Beth arall sydd angen i chi wybod ... Gwerthoedd Sir Fynwy yw:

Gwaith Tîm:	Rydym yn anelu i weithio gyda'n gilydd i rannu ein llwyddiannau a methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.
Bod yn agored:	Rydym yn anelu at fod yn agored ac yn onest er mwyn datblygu perthynas ymddiriedus.
Hyblygrwydd:	Rydym yn anelu at fod yn hyblyg yn ein ffordd o feddwl a gweithredu er mwyn dod yn sefydliad effeithiol ac effeithlon.
Tegwch:	Rydym yn anelu at ddarparu dewis, cyfleoedd a phrofiadau teg a dod yn sefydliad a adeiladwyd ar gyd-barch.
Caredigrwydd:	Byddwn yn dangos caredigrwydd i bawb yr ydym yn gweithio gyda nhw, gan roi pwysigrwydd perthnasoedd a'r cysylltiadau sydd gennym â'n gilydd wrth wraidd pob rhyngweithio.

Asesiad y Gymraeg:

Mae sgiliau Cymraeg yn ddymunol: Efallai y bydd gofyn i chi ddysgu neu wella eich sgiliau presennol drwy fynychu hyfforddiant iaith Gymraeg i staff sy'n cael ei ariannu gan y Cyngor. Caiff hyn ei weithredu os bydd angen am sgiliau Cymraeg yn y rôl.

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 ogystal:

Mae penodiad i'r swydd hon wedi'i heithrio o'r Ddeddf Ailsefydlu Troseddwyr ac mae angen gwiriad manwl o’r Gwasanaeth Datgelu a Gwahardd a dau eirda ysgrifenedig addas cyn y penodiad.

Mae’r awdurdod wedi ymrwymo i ddiogelu a hyrwyddo lles plant a phobl ifanc sydd mewn risg o niwed ac mae'n disgwyl i'r holl weithwyr a gwirfoddolwyr rannu'r ymrwymiad hwn.

Mae pob gweithiwr yn gyfrifol am gynnal eu hunain mewn modd sy'n cydymffurfio â Pholisi Cyfle Cyfartal Sir Fynwy yn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae'r awdurdod yn gweithredu polisi Gweithle Di-fwg ac mae'n rhaid i bob cyflogai cydymffurfio â hyn.

Manyleb Person

Sut y byddwn yn gwybod os mai chi yw'r person cywir ar gyfer y swydd? Fel yr ymgeisydd llwyddiannus, byddwch wedi dangos eich bod â'r canlynol:-

Addysg / Cymwysterau / Gwybodaeth

- Cymhwyster Gwaith Cymdeithasol cydnabyddedig
- Gwybodaeth am y fframwaith deddfwriaethol perthnasol cyfredol a pholisi cenedlaethol
- Gwybodaeth weithredol o ddatblygiad plant a damcaniaethau amddiffyn, gan gynnwys theori atodiadau ac anghenion Plant/Plant Mewn Angen/Plant mewn Gofal/Plant yn y system Amddiffyn Plant
- Dealltwriaeth a gwybodaeth am fabwysiadu, maethu, anabledd, a materion plant a theuluoedd fel sy'n briodol i'r lleoliad gwaith

Profiad

- Profiad o ysgrifennu a chyflwyno adroddiadau ffurfiol, asesiadau a datganiadau
- Y profiad o weithio mewn partneriaeth ag asiantaethau eraill a meithrin perthynas waith effeithiol
- Croesawu gweithwyr cymdeithasol sydd newydd gymhwyso hefyd i ymgeisio

Sgiliau cyfathrebu a Rhyngbersonol

- Sgiliau trefnu da gan gynnwys recordio sgiliau a defnydd TG.
- Sgiliau cyfathrebu da ar lafar ac yn ysgrifenedig
- Sgiliau asesu da
- Sgiliau gwaith uniongyrchol â phlant, teuluoedd a gofalwyr
- Sgiliau trafod a rhyngbersonol effeithiol gan gynnwys y gallu i reoli gwrthdaro
- Y gallu i flaenoriaethu a gweithio'n effeithiol ar eich menter eich hun yn ogystal ag o fewn tîm

Nodweddion Personol

- Ymrwymiad i barhau â datblygiad proffesiynol
- Ymrwymiad gwirioneddol i gynnwys defnyddwyr gwasanaeth a gofalwyr
- Brwdfrydedd
- Syniadau a hyblygrwydd arloesol
- Parodrwydd i gydymffurfio â Pholisi Cyfle Cyfartal y Cyngor, gan gynnwys ymgymryd â hyfforddiant ymwybyddiaeth cydraddoldeb priodol.
- Deall a pharchu egwyddorion cyfrinachedd

Os ydych am gael unrhyw wybodaeth bellach am y rôl hon, cysylltwch os gwelwch yn dda â: samanthafrancis@monmouthshire.gov.uk

Gofynnir i chi nodi na allwn dderbyn CVau

Gellir cwblhau ffurflenni cais ar-lein neu eu lawrlwytho drwy:
https://www.monmouthshire.gov.uk/cy/swyddi-chyflogaeth/

Gellir cyflwyno ceisiadau yn y Gymraeg neu'r Saesneg 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