

## Social Worker Career Framework

Job Role	Grade	SCP/*Salary	Role Description	
<b>NQSW</b>	9	31	£28,058	You will be a newly qualified social work. Through a carefully selected caseload, you'll gain experience in statutory children and families work and benefit from an exceptional training programme that offers coaching and reflection to bring your learning alive. You'll also have group and individual supervision and access to an ASYE assessor. Tasks will include undertaking assessments and providing interventions to children and their families. You will demonstrate practice in a wide range of tasks and roles, becoming more effective in interventions, building confidence, and earning the confidence of others. Throughout the year, levels of experience and skill increase and the ability to deal with more complex situations is demonstrated. Support through supervision is sought appropriately, whilst starting to exercise initiative and evaluate practice.
		<b>Progression can be achieved by successful completion of the Assessed and Supported Year in Employment</b>		
<b>Social Worker</b>	9	31	£28,058	Tasks will include completing assessments of need, care planning and, as appropriate, child protection investigations, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. You will also assist in fulfilling established quality assurance standards, targets and working together with managers to promote improvements in practice standards. To provide an accountable statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements.
		32	£28,887	
		33	£29,737	
		34	£30,578	
		35	£31,219	
<b>Progression can be achieved by the successful completion of agreed portfolio work</b>				
<b>Social Worker</b>	10	35	£31,477	As a Grade 10 Social Worker you will work with more complex cases and additionally provide coaching and mentoring to students and less experienced colleagues and may act as Practice Educator. You will undertake assessments of need, care planning and, as appropriate, child protection investigations, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. The post holder will provide an accountable statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements. To lead on complex casework and work within a specialist area providing expertise and guidance to colleagues. The post holder will begin to contribute to initiatives and development work.
		36	£32,312	
		37	£33,217	
		38	£34,189	
		39	£35,315	
<b>Progression can be achieved by successful completion of agreed panel process</b>				
<b>Senior Social Worker</b>	11	39	£35,919	Tasks will include working more autonomously with the most complex families. You will undertake high quality assessments of need, care planning and, as appropriate, child protection investigation, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. You will support Newly Qualified Social Workers and other less experienced workers and will act as a Practice Educator. You will also assist in fulfilling established quality assurance standards, targets and working together with managers to promote improvements in practice standards. To provide an accountable, statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements. To lead on complex casework and work within a specialist area providing expertise and guidance to colleagues. The post holder will present information, advice, guidance and insight in a range of forums to influence change. They will be able to identify and analyse complex issues identifying where resources or policies are impacting, suggesting options and solutions to improve outcomes.
		40	£36,862	
		41	£37,834	
		42	£38,799	
		43	£39,766	

<b>To move into Grade 12 Advanced Practitioner/Practice Manager position the normal application and interview process is required</b>				
<b>Advanced Practitioner</b>	12	43	£38,237	This role will support the Management Team across Children's Social Care in delivering a high quality Social Care Service to clients across the County as the recognised subject matter expert and exemplar in Social Care practice and theories. Providing constructive and reflective challenge they will enhance social work practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. Liaising closely with Senior Management colleagues to ensure that issues, comments and feedback on the service provided are directed to the appropriate manager. They will contribute to the development of knowledge and promotion of excellence in Social Care using evidence-informed practice. They will make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence informed practice, applying a range to tools to provide innovative and appropriate solutions. They continue to work directly with people who use services, and those who care for them, as well as families and communities by providing and supporting effective interventions.
		44	£39,177	
		45	£40,057	
		46	£41,025	
<b>Practice Manager</b>	12	45	£40,057	To lead motivate, nurture and manage a team (social workers and unqualified staff), to deliver a children's social care service on a day to day basis. They are responsible for ensuring the service provided is effective and delivering the required outcomes, as well as ensuring cases are dealt with in a timely manner. They will manage by performance and quality assure the work of their teams. They will be responsible for effectively managing resources and budgets in collaboration with others and key stakeholders and the co-ordination, planning and delivery of agreed activities and objectives. They are accountable for the practice of social workers within the team they manage, and provide or ensure effective professional and practice supervision, as well as performance appraisals, takes place. They will enable their staff to become effective managers of risk and make effective decisions independently. In liaison with the Advanced Practitioner, they will support mentoring and coaching to enhance the quality of practice. They will contribute to the development and shape of future team or group service provision and inform the work of the organisation and that of other service providers, supporting and managing change as needed within their area of responsibility. They will contribute to and support the development of practice, policies and procedures within their operational team. Build and maintain relationships and influence activities including working across and outside of the organisation to ensure the best outcomes for service users.
		46	£41,025	
<b>Progression from Grade 12 Practice Manager to a HAY A Practice Manager can be achieved by successful completion of agreed panel process</b>				
<b>Practice Manager</b>	HAY A	1	£44,294	The post holder will act as an ambassador for Children's Social Care , promoting the highest quality of social work practice within your team. They are accountable for the practice of social workers within the team they manage, and provide or ensure effective professional and practice supervision take place and use supervision, appraisal and data to have reflective and crucial conversations with staff to identify performance and improve practice. The post holder will use appropriate use of authority and challenge when managing teams, critically advising, coaching and developing the team across complex and diverse caseloads. They will ensure that cost effective decisions are made and have an understanding of the need to balance case outcomes with budget pressures. They will be able to interpret and manage political influences on social work practice and to work with peers and managers to address potential impacts. The post holder will be able to develop effective long term relationships both with other teams, across WSCC, and external partners enabling the achievement of high quality outcomes. They will be able to question and challenge partner decisions whilst maintaining effective working relationships.
		2	£45,382	
		3	£46,420	
		4	£47,450	
<b>To move into HAY B Group Manager position the normal application and interview process is required</b>				
<b>Group Manager</b>	HAY B	1	£48,423	The Group Manager will deliver the effective operation of a service through the management of a team or of an activity across teams, also operating as the principal professional in regard to that activity or team service. This will include the performance management of the team or the service activity and the co-ordination, planning and delivery of agreed activities and objectives. To contribute to the development and shape of future team or group service provision. To build and maintain relationships and influence activities including working across and outside of the organisation. The Group Manager will work within a county wide service, concentrating on a particular area of specialism or part of the 'child's journey, the areas are: <ul style="list-style-type: none"> <li>• Contact, Assessment and Intervention</li> <li>• Family Support and Protection (including Disability)</li> <li>• Resilience and Permanence (including Children Looked After &amp; Adolescent and Family Resources)</li> <li>• Fostering, Adoption and Intervention</li> </ul>
		2	£49,364	
		3	£50,335	
		4	£51,284	