Come and join the team!

ADVERT

ROLE TITLE: **Social Worker – Family support and protection team**

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 in order to acheive positive outcomes for children and young people.

POST ID:	SCS310 SCS483 SCS484 SCS485 SCS361
LOCATION:	County Hall, Usk and the Monmouthshire locality
GRADE:	BAND I SCP 31– SCP 35 £40,476 - £44,711
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.

monmouthshire
sir fynwy

ROLE PROFILE

ROLE TITLE: **Social Worker** – Family support and protection
PERMANENT

POST ID: SC310, SCS483 SCS484 SCS485 SCS361

GRADE: BAND I SCP 31– SCP 35 £40,476 - £44,711

HOURS: 37 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

Our Purpose:-

- Working alongside people to enable then to live their own lives
- Enable families and communities to keep children and young people safe and to reach their full potential.

The Purpose of this Role:-

- This post is based in the Family Support & Protection Team who are responsible for the assessment and planning for children, young people and their families who are considered to require Social Care involvement to ensure their health and wellbeing and protection from neglect and abuse.
- You will be required to complete assessments and progress appropriate outcome focused plans to improve the welfare of children and young people within a time frame. In cases where it has not been possible to achieve this within the birth family, social workers will be responsible for preparation of written evidence and the progression of the case to legal proceedings
- Your case load will consist of cases that require a high level of statutory intervention including Child Protection, private and Public law cases. In cases where adoption is being considered as an option you will be responsible for this process through to the adoption order.

Expectation and Outcomes of this Role:-

Within this role you will be expected to:

- Build relationships with children, young people, their family and carers so that you can understand what matters to them.
- Assess and plan for children and young people adhering to relevant guidance and legislation

- 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 maintain relationships with their family and those who are important to them

Your responsibilities & key duties are to:-

Social Workers in Monmouthsire will undertake a range of duties in connection with the assessment and planning of services for children, young people and families/carers.

- Possess a high quality of professional social work knowledge and skills.
- Have a good knowledge of relevant legislation, policies and procedures relevant for 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.
- 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:-

- 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
- A flexi scheme in order to encourage a good work – life balance
- In line with Service objectives, flexibility to work agilely 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

- 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 Huw Thomas – huwthomas@monmouthshire.gov.uk

Dewch i ymuno gyda'r tîm!

HYSBYSEB SWYDD

Teitl y Rôl: **Gweithiwr Cymdeithasol** - Tîm Cefnogi a Diogelu Teuluoedd,

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 er mwyn sicrhau canlyniadau positif i blant a phobl ifanc.

RHIF ADNABOD Y SWYDD: SCS310, SCS483 SCS484 SCS485 SCS361

LLEOLIAD:	Neuadd y Sir, Brynbuga ac ar draws Sir Fynwy
GRADD:	BAND I SCP 31– SCP 35 £40,476 - £44,711
ORIAU:	37 awr yr wythnos
DROS DRO:	Na
GWIRIAD DBS:	Mae angen gwiriad (Gwiriad Manwl gan y Gwasanaeth Datgelu a Gwahardd)

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 Cefnogi a Diogelu Teuluoedd, Gwasanaethau Plant

PARHAOL

RHIF ADNABOD Y SWYDD: SCS310, SCS483 SCS484 SCS485 SCS361

GRADD: BAND I SCP 31– SCP 35 £40,476 - £44,711

ORIAU: 37 yr wythnos

PATRYMAU GWAITH Dydd Llun i Ddydd Iau 9am - 5pm, Dydd Gwener 9am - 4.30pm

LLEOLIAD: Brynbuga ac ar hyd a lled Sir Fynwy.

YN ATEBOL I: Huw Thomas - Rheolwr Tîm

Ein Diben:-

- Gweithio wrth ochr pobl i'w galluogi i fyw eu bywydau eu hunain.
- Galluogi teuluoedd a chymunedau i gadw plant a phobl ifanc yn ddiogel ac i gyrraedd eu potensial llawn.

Diben y Swydd:

- Mae'r swydd hon yn seiliedig yn y Tîm Plant a Theuluoedd sy'n gyfrifol am asesu a chynllunio ar gyfer plant, pobl ifanc a'u teuluoedd yr ystyrir eu bod angen ymgyfraniad Gofal Cymdeithasol i sicrhau eu hiechyd a'u llesiant a'u hamddiffyn rhag esgeulustod a chamdriniaeth.
- Bydd angen i chi lenwi asesiadau a datblygu cynlluniau priodol sy'n ffocysu ar ganlyniadau er mwyn gwella lles plant a phobl ifanc o fewn amserlen benodol. Mewn achosion lle na fu'n bosibl cyflawni hyn o fewn y teulu geni, bydd gweithwyr cymdeithasol yn gyfrifol am dystiolaeth ysgrifenedig a symud yr achos ymlaen i drafodion cyfreithiol.
- Bydd eich llwyth achos yn cynnwys achosion sydd angen lefel uchel o ymyriad statudol yn cynnwys amddiffyn plant, achosion cyfraith preifat a chyhoeddus. Mewn achosion lle caiff mabwysiadu ei ystyried fel opsiwn byddwch yn gyfrifol am y broses hon hyd at y gorchymyn mabwysiadu.

Disgwyliad a Deilliannau'r Swydd:

O fewn y swydd hon disgwylir i chi:

- Adeiladu perthynas gyda phlant, pobl ifanc, eu teuluoedd a'u gofalwyr fel y gallwch ddeall beth sy'n cyfrif iddynt hwy.
- Asesu a chynllunio ar gyfer plant a phobl ifanc gan gydymffurfio â chanllawiau a deddfwriaeth berthnasol.

- Asesu a gweithio gyda phartneriaid aml-asiantaeth i ostwng lefel risg a bregusrwydd plant a phobl ifanc.

Y canlyniadau a gyflawnir gan y swydd hon yw i blant a phobl ifanc:

- Fod yn ddiogel
- Cadw perthynas gyda'u teulu a'r rhai sy'n bwysig iddynt.

Eich cyfrifoldebau a dyletswyddau allweddol yw:

Bydd Gweithwyr Cymdeithasol yn Sir Fynwy yn gwneud amrywiaeth o ddyletswyddau mewn cysylltiad gydag asesu a chynllunio gwasanaethau ar gyfer plant a phobl ifanc a theuluoedd/gofalwyr.

- Meddu ar ansawdd uchel o wybodaeth a sgiliau gwaith cymdeithasol proffesiynol.
- Bod â gwybodaeth dda o ddeddfwriaeth, polisïau a gweithdrefnau perthnasol ar gyfer gweithio gyda phlant a theuluoedd.
- Trin llwyth achos sy'n cynnwys achosion cymhleth ac amrywiol, yn cynnwys asesiadau, adolygiadau a pharatoi adroddiadau.
- Bod yn hyderus wrth gyflwyno gwybodaeth mewn cyfarfodydd ffurfiol ac mewn llys.
- Gweithio mewn ffordd hyblyg a chreadigol i ddarparu cymorth a chyngor i blant, pobl ifanc, eu teuluoedd a gofalwyr.
- Cwblhau asesiadau ansawdd o unigolion a theuluoedd; dadansoddi cryfderau a risgiau.
- Ffurfio cynlluniau i gyflawni anghenion a risgiau a aseswyd gan adeiladu ar gryfderau plant, teuluoedd a gofalwyr.
- Gweithredu cynlluniau a gytunwyd i ddiogelu plant ac i gynyddu capasiti a gwytnwch eu rhieni a/neu ofalwyr.
- Ymgymryd â dyletswyddau swyddfa ac ymateb i argyfyngau, fel a phan fo angen.
- Gweithio fel rhan o dîm a chyfrannu at ddatblygu'r gwasanaeth.
- Bod yn barod i oruchwylio myfyrwyr Gwaith Cymdeithasol.
- Cychwyn, datblygu a chynnal perthynas waith effeithlon gyda gofalwyr maeth fel gweithwyr proffesiynol.
- Cychwyn, datblygu a chynnal perthynas waith effeithlon gydag asiantaethau partner.
- Datblygu eich sgiliau proffesiynol eich hun drwy sesiynau goruchwylio a thrwy ddilyn hyfforddiant a datblygu priodol.
- Cynnal eich ymwybyddiaeth o newidiadau mewn deddfwriaeth, polisïau cysylltiedig ac arferion a'u gweithredu o fewn eich ymarfer proffesiynol eich hun.
- Cadw cofnodion cywir a chyfredol.
- Gweithio mewn ffordd hyblyg, os yw'r angen yn codi, fel y gwneir tasgau na chânt eu cynnwys yn benodol yn y disgrifiad swydd yma.
- Bod wedi cofrestru gyda Chyngor Gofal Cymru.
- Cynnal arferion gweithio diogel i chi'ch hun ac eraill, yn unol gyda 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 anabl 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
- Cynllun hyblyg er mwyn annog cydbwysedd da rhwng bywyd a gwaith
- 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 fyddwn ni'n gwybod os mai chi yw'r person cywir ar gyfer y swydd? Fel yr ymgeisydd llwyddiannus byddwch wedi dangos:-

Addysg, cymwysterau a gwybodaeth

- Cymhwyster cydnabyddedig mewn Gwaith Cymdeithasol
- Gwybodaeth o fframwaith deddfwriaethol perthnasol cyfredol a pholisi cenedlaethol
- Gwybodaeth waith o ddamcaniaethau datblygiad ac amddiffyn plant, yn cynnwys damcaniaeth ymlyniad ac anghenion plant sy'n derbyn gofal/plant mewn angen yn y system Amddiffyn Plant
- Dealltwriaeth a gwybodaeth o fabwysiadu, maethu, anabledd a materion plant a theuluoedd fel sy'n briodol i'r gosodiad gwaith.

Profiad

- Profiad ôl-gymhwyso perthnasol o weithio o fewn tîm gwaith maes statudol gyda sefyllfaoedd teulu cymhleth.
- Profiad o ysgrifennu a chyflwyno adroddiadau ffurfiol, asesiadau a datganiadau.
- Profiad o weithio mewn partneriaeth gydag asiantaethau eraill ac adeiladu perthynas waith effeithlon.

Sgiliau cyfathrebu a rhyngbersonol

- Sgiliau trefnu da yn cynnwys sgiliau cofnodi a defnyddio technoleg gwybodaeth.
- Sgiliau cyfathrebu da ar lafar ac ysgrifenedig.
- Sgiliau asesu da.
- Sgiliau gwaith uniongyrchol gyda phlant, teuluoedd a gofalwyr.
- Sgiliau negodi a rhyngbersonol effeithlon yn cynnwys y gallu i drin gwrthdaro.
- Y gallu i flaenoriaethu ac i weithio’n effeithlon ar eich cymhelliant eich hun yn ogystal ag o fewn tîm.

Nodweddion personol

- Ymrwymiad i ddatblygiad proffesiynol parhaus.
- Ymrwymiad gwirioneddol i ymgyfraniad defnyddwyr gwasanaeth a gofalwyr.
- Brwdfrydedd.
- Syniadau blaengar a hyblygrwydd.
- Parodrwydd i gydymffurfio gyda pholisi Cyfle Cyfartal y Cyngor, yn cynnwys dilyn hyfforddiant priodol ar ymwybyddiaeth o gydraddoldeb.
- Dealltwriaeth a pharch o egwyddorion cyfrinachedd.

Arall

- Trwydded yrru lawn a mynediad i gar.
- Gwiriad cyfredol estynedig gyda'r DBS (Gwasanaeth Datgelu a Gwahardd).
- Cofrestru fel Gweithiwr Cymdeithasol gyda Chyngor Gofal Cymru

Os byddwch angen unrhyw wybodaeth am y swydd hon, cysylltwch os gwelwch yn dda â Huw Thomas, huwthomas@monmouthshire.gov.uk, fôn : 01291 635669