



## **AFRUCA – SAFEGUARDING CHILDREN**

### **Social Worker – Assessment and Family Support Service**

Job Description and Person Specification

**August 2020**

## **Social Worker – Assessment and Family Support Service**

### **Job Description and Person Specification**

**Job title:** Social Worker – Child Protection Assessment and Family Support Service

**Location:** AFRUCA Centre, Manchester (with remote working opportunities)

**Salary:** £30,000 per annum subject to deductions for tax and national insurance contributions as required by law

**Hours:** 36 hours per week (5 days per week, with flexible and remote working opportunities)

**Reporting to:** AFRUCA CEO

**Benefits:** 28 days holiday per year plus bank holidays. 6% Employer Pension Contributions. Learning and skills development opportunities. A very diverse work environment.

### **Job Purpose**

This position will enable us at AFRUCA to strengthen our capacity to meet the demand for specialist cultural and country specific input into child protection assessments involving children and families from Black and Minority Ethnic backgrounds. The post holder will work with others to conduct child protection assessments and provide intensive one-to-one support for families in crisis to enable them strengthen their parenting capacities and improve protection and safety for children in the family settings.

This position is based in our Centre for BME Children and Families in Manchester. It will require occasional national travel to meet with families and with colleagues in our Head Office in London.

### **Background To AFRUCA**

AFRUCA-Safeguarding Children is a national charity established in May 2001 to promote the safeguarding and well-being of children in Black and Minority Ethnic communities in the UK. AFRUCA has its Head Office in London, a Centre for BME Children and Families in Manchester and projects working with families and communities across the country.

## Our 5 Key Work Areas

- Awareness raising and sensitization: within BME communities and youths about children's rights as enshrined in the United Nations Convention on the Rights of the Child and other international conventions and UK legislation promoting the rights and well-being of children.
- Information, education, and advisory services: to raise the profile of BME children in the UK, increase awareness of their needs, improve policies and practices, and develop the leadership potential of BME youths. Activities include research and publishing reports; media work; conferences, seminars, workshops, and training programmes for policy makers, service providers, parents, faith and community leaders, young people; communities.
- Advocacy and policy development: working closely with policy makers to shape the development of policy and regulatory action to promote the well-being of children.
- Community and international development: in partnership with others to put in place programmes and projects to help relieve some of the suffering and hardship that BME children experience.
- Family Support: Working to support children, young people and families in crisis, at the point of breakdown through effective early intervention services.

## Detailed Job Description

- **Assist with delivering AFRUCA's range of child abuse prevention and early intervention services.**
  - Conduct one-to-one assessments and hold follow up support sessions with 50 families each year to enable them to improve their parenting capacities and navigate the child protection system in the best interests of their children.
  - Prepare comprehensive reports (assessment and family support) of work with families for local authority decision-making and Care Proceedings.
  - Conduct mediation for families going through the child protection system and signpost families to other sources of help and support.
  - Work with AFRUCA Mental Health team to provide joint family rehabilitation services where children are being returned home.
  - Assess and provide support to children using a range of suitable intervention methods.
  - Strengthen AFRUCA's relationship with key agencies including local authority children's services and other relevant agencies to encourage referrals, facilitate joint-working and collaboration on relevant matters
  - Work with AFRUCA's team of volunteer Children's Champions to conduct community education programmes on child protection.

- **Programme Administration, Evaluation and Publicity**
  - Conduct regular and ongoing monitoring and analysis of family support work to assess impact of AFRUCA's intervention on individual families.
  - Support AFRUCA at external events to highlight its work with children and families, raise the organisation's profile, its work and objectives.
  - Maintain the electronic record keeping and filing system, ensuring all case files and papers are filed confidentially and efficiently and are easily accessible to authorised staff.
  - Work closely with AFRUCA Finance Department to ensure financial management of all services delivered.
  - Produce monthly progress report to enable AFRUCA Board and the CEO gain up to date knowledge of all work carried out.
  - Participate in regular staff meetings and professional team building sessions with others in the organisation.
  - Contribute to relevant AFRUCA activities as needed.
  
- **Professional Development**
  - Hold regular review meetings with your supervisor to discuss casework and promote your professional development.
  - Ensure your professional development meets Social Work England standard for social workers by participating in learning and development activities as necessary.
  - Attend relevant events and training courses to improve ability to work on child protection cases and support families successfully.

## Person specification

	Assessment stage		
	Job Application	Oral Interview and Written Exercise	Documentary Evidence
<b>Qualification:</b>			
1. Recognised Bachelor's degree or equivalent in Social Work.	✓		✓
2. Right to work in the UK	✓		✓
3. Evidence of Registration with Social Work England	✓		✓
4. DBS Enhanced Disclosure			✓
<b>Knowledge and Experience:</b>			
5. At least 2 years post-qualification experience as a practising social worker	✓	✓	✓
6. Good knowledge of UK welfare system, child-care legislation and working guidance, e.g. Children Act 1989, 2004, 2014 & Working Together 2019	✓	✓	
7. Understanding of local authority Child Protection procedures and processes.	✓	✓	
8. A good knowledge and understanding of African and other Black cultural/religious practices that impact on children and a willingness to learn about such issues.	✓	✓	

9. A strong understanding of the key issues and challenges faced by migrant and asylum seeking children and their families in the UK	✓	✓	
<b>Essential Skills and Abilities:</b>			
10. Identifying, prioritising and analysing child protection risks and a willingness to learn whilst working with the social work team	✓	✓	
11. Excellent written skills and ability to produce good quality reports within specified deadlines.	✓	✓	
12. Willingness and ability to work with team members to evaluate practice and think creatively about how best to work with families.	✓	✓	
13. Ability to communicate orally with a variety of audiences, including social work colleagues, solicitors and service users.	✓	✓	
14. Accountable for own workload and arising issues, be able to work on own initiative.	✓	✓	
15. Be creative and able to cope with medium work-flow but managing several issues at once.	✓	✓	
16. Ability to adapt to work in a non-statutory, small organisational setting, in a small team environment.		✓	
17. You must be able to demonstrate your ability to work in a non-oppressive and non-discriminatory way with migrant/asylum seeking children and families	✓	✓	

<b>Desirable: Skills and Abilities</b>			
18. Skills and experience working in the context of 'front door' referral, assessment & child protection work		✓	
19. Ability to speak at least one African language and another European language (ie Spanish, French and Portuguese) would be a strong advantage	✓	✓	
20. Ability or willingness to use remote technology to work with families (training will be provided)	✓		
21. Occasional travel across the country to work with families or meet with colleagues in London office		✓	

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