

## THE LINK CIC JOB DESCRIPTION

**Title:** Therapeutic Social Worker  
**Location:** Teesside  
**Employment Terms:** Permanent Full time (hours negotiable)  
**Service Area:** Children, Young People and Families  
**Reporting to:** Service Manager  
**Accountable to:** Service Manager  
**Banding:** Agenda for Change Band 5 point 18- Band 6 point 22 (£26,970-£31,365)- Full Time Equivalent.  
*38 days (Full Time Equivalent, including Bank Holidays) Annual Leave entitlement, which will increase based on length of service.*

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The Link is a Redcar based professional mental health and emotional wellbeing provider. We provide therapeutic services to children, young people and families across the North East including Redcar & Cleveland, Middlesbrough, Hartlepool, Stockton on Tees and Darlington. Our services include a wide range of workshops and training, therapeutic assessments, one to one therapeutic interventions including specialist therapies, Post Adoption Support and Children and Young People Improving Access to Psychological Therapies (CYP IAPT) evidence-based therapies.

### Job Purpose

The post-holder will work in The Link as part of a wider team of practitioners, delivering, with supervision, high-quality; Holistic support for Social Care families and developing this service within The LINK.

### Main Duties and Responsibilities

- Take part in the assessment of the mental health and emotional well-being needs, as well as risk issues, of children, young people and families referred to the service. In line with provided assessment tools (may be in partnership with other individuals or agencies)
- To support management of the waiting list playing a proactive role in prioritisation, assessment and signposting.
- To work with families involved with social care liaising closely with Social Workers and other professionals working across Children, Young People and Family Services.
- Work directly with children, young people and families referred to the service, providing one to one evidence based interventions sanctioned by the organisation.



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Also to work directly in group work and to overall strive towards achieving positive outcomes, in a non-judgemental and empowering manner, by also providing relevant and appropriate information and general support.

- To make use of referral pathways following assessment for children, young people and families requiring other services, including statutory and voluntary agencies.
- As far as possible, ensure children and young people are positively involved in making their own appropriate decisions (dependent upon age and understanding).
- To explore and evaluate interventions using evaluation tools, contributing to evidence-based practice.
- Work with children, young people and families to identify, agree and achieve positive outcomes in line with service aims, objectives, quality standards and action plans.
- Working in collaboration to support children, young people and families in the self-management of presenting difficulties.
- Working in collaboration with children, young people and families to develop effective treatment plans and agreed outcomes.
- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant element of service delivery.
- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times.
- Undertake all work in accordance with service policies and procedures as well as the staff handbook information and directives.
- Advocate for and on behalf of children, young people and families referred to the service (whilst establishing and maintaining positive relationships with the children/young people, peers, family and relatives, outside stakeholders and agencies and the wider community, as far as appropriate)
- Work to support children and young people to raise awareness of the issues that they face with regards to mental health and emotional well-being.
- Receive clinical supervision and case management monthly in relation to case load to meet the required standards.
- Prepare and present case load information to supervisors and case managers within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the practitioner, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in practice.
- Work within the boundaries of service delivery and support to meet the requirements of the service needs.
- Engage in and respond to personal development supervision to improve competencies and practice



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- To develop the Holistic Social Care Support services within The LINK and achieving set milestone targets for both of these services.

### **Monitoring, Evaluating and Developing Service Provision**

- Assist the line manager and colleagues in the monitoring, evaluation and development of the service with the tools and methodology provided for such.
- As appropriate, contribute to the development and learning of other service providers with regards to improving outcomes for children and young people within the service.
- Contribute to the setting of targets/action plans and work related to these, to assist service development.
- As appropriate, assist in the development and production of resources for the benefit of children and young people.
- Support children and young people to be involved as much as appropriate (according to age and understanding), with regards to involvement in the monitoring, evaluation and development of the service.
- In the absence of the line manager, assist in ensuring service delivery and development is maintained to a good and professional standard at all times.
- Develop the Holistic Social Care Support service within The Link and attend meetings with relevant Social Care Teams.
- Further Develop and Launch SGO services with support from Service Manager and CEO .

### **Administration and Finance**

- Contribute to the day to day administration and running of the service, including appropriate keeping of all records relating to the users of the service, administration and finance, security and confidentiality of information/communication.
- Share appropriate information with children and young people, staff and volunteers and other agencies in accordance with the rules of confidentiality and protection of data.

### **Work with Other Staff/Agencies**

- To create and maintain effective working relationships with Headteachers, Deputy Heads, SENCO's, Pastoral Teams, mental health champions and wider teaching staff by providing advice and consultative support on emotional and mental health issues, and in relation to appropriate referral pathways for children, young people and families experiencing mild to moderate mental health difficulties.
- To liaise effectively with other local providers, including statutory, voluntary sector organisation and third sector organisations on behalf of the child, young person or family.



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- To build effective working relationships with other local children's mental health providers including statutory and third sector CaMHS and support the development of pathways of support.
- Present the users of our service and the service overall in a positive and professional manner, not bringing the service into disrepute.
- As appropriate, represent the service and provide a positive service perspective at relevant inter-agency meetings (or other forms of joint working or training).
- Liaise with other staff and agencies to further meet the needs of children and young people in accordance with the service criteria, policies and procedures.
- Take part in the delivery of training (as appropriate), consultation with and guidance to, others, pertaining to the level of development.
- Assist in the recruitment and selection process of Therapeutic Social Workers (Bank staff) in order to further develop the Holistic Social Care Support and SGO service.

### **Safeguarding**

- Responsible for safeguarding children and promoting the welfare of children and young people at all times and operating within local policies and procedures.
- Under guidance and support taking appropriate safeguarding action to protect children and young people at risk of significant harm.
- Under guidance and supervision to identify and support families in accessing Early Help Services.
- To share appropriate information with parents/carers or other agencies regarding the child's wellbeing and progress keeping within the boundaries of Confidentiality and Information Sharing protocols.

### **A Professional and Ethical Service**

- To maintain appropriate clinical notes and records on Lamplight and in line with The Link Policies and Procedures.
- To undertake relevant Continuing Professional Development as required for the purposes of continued professional accreditation or registration and as identified through The Link's professional development and Appraisal system.
- To undertake clinical supervision and case management as per The Link's supervision policy and in line with the appropriate professional body.
- To work within The Link's GDPR and Information Governance policies and procedures.
- To ensure safe and secure working environment for self and others and to take action as necessary within Health and Safety and other guidelines.
- To adhere to all The Link's Policies, Procedures and Guidelines.



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- To promote and value the rights, responsibilities and diversity of people using the service.
- Promote and act in accordance with the service action plans with regards to equal opportunity and non-discrimination.
- Undertake training, supervision and appraisal to provide a high standard of service in a learning, innovative and continuous personal development environment.
- To promote the safety of children and young people to further the aim of preventing abuse or the risk of abuse.
- To act in a professional manner at all times whilst representing the service.
- Undertake other duties and responsibilities as required from time to time, commensurate with the post.

This job description is designed to identify principal responsibilities only. The post holder is required to be flexible in development the role in accordance with changes in The Link's organisational objectives and priorities.

***\*\*The work The Link CIC carries out within the social sector is very much a social approach, therefore to ensure safe working practices our organisation works hard to continuously monitor and review our delivery model and ensures our workers have a protected caseload at all times \*\****



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