



# School Social Worker

## Primary/Secondary/All Through role

**Whitefriars School:** Whitefriars Avenue, Harrow, Middlesex, HA3 5RQ

**Salary:** G8 point 29 - £35,718 – point 32 - £37,386

**Job type:** Full time, 38 weeks term time + 4 weeks (42 weeks), permanent

**Start date:** ASAP

**Apply by:** 31<sup>st</sup> January 2025

### Job overview

#### Purpose of the job:

To complement the work of our multi-disciplined team:

- Provide a school social work service to promote the safety, welfare, and health and wellbeing of our young people.
- Using social work skills and experience and applying a trauma informed and attachment aware approach to ensure that our safeguarding practices and procedures are outstanding across the organisation.
- Supporting school policy and processes for improving attendance, managing safeguarding concerns, and promoting young people's wellbeing.
- Supporting the families of our children and young people.
- Providing core group support for the delivery of Early Help functions including accountability for leading implementation, monitoring, and development across school, families, and partners.
- Identifying needs and implementing agreed programmes that enable children and young people to overcome their barriers to both learning and wellbeing.
- To promote and deliver effective collaborative 'working together' with all agencies and organisations to promote the welfare of young people and professionally respond to young people identified needs, vulnerabilities and risks and take timely action to ensure the school safeguard young people and their families.

#### Reporting to: Deputy Headteacher

Principle responsibilities: All aspects of safeguarding and risk management work. To have a focus on working with children and young people, along with their families, to improve attendance, welfare, and promoting young people's wellbeing so that they can safely enjoy attending and engaging in school and its learning and activities to make overall progress in their lives and prepare them for positive destinations. To deliver a highly skilled social work-based model of care, support, prevention, intervention, and response to the needs of young people, families, and the wider school community. To contribute to the assessment, action planning, delivery of services and reporting and review process.

### **Key responsibilities:**

- Support the management and leadership team with compliance, implementation and management of the school's Behaviour and Rewards Policy, Child Protection and Safeguarding Policy, and Attendance Policy
- Ensure school is a safe and positive place for C&YP to access and engage in the curriculum to learn, develop, and achieve by providing an evidence based social work model that promotes the wellbeing of young people.
- Through direct work and child centred practices ensure that the school knows the wishes, feelings, and views of our young people, informing our work and delivery of services to them.
- Ensure the welfare of children and young people is paramount and provide support as directed by DSL and/or senior leaders to ensure safeguarding practices and procedures are compliant both internally and externally.
- Work with our DSL, and our Family Liaison and Safeguarding Officer, deputising as and when required.
- Identify, and act upon, risk factors that may negatively impact on the education, health, or social needs of the young people. Taking actions that are timely and appropriate to the level of risk.
- Ensuring that risk assessments are evidence based, dynamically reviewed, disseminated and fully understood by staff.
- Lead organisation wide Early Help functions as directed by the DSL including accountability for scheduling, implementation, monitoring, and development both across school, families, and partners.
- Represent the school at core meetings for Early Help and child protection purposes, as well as attend statutory strategy meetings.
- Ensure the accurate and timely monitoring and recording of Early Help progress, support parenting interventions, collaborate with external agencies and have responsibility for updating and working with local authorities.
- Co-ordinate and schedule assessment, intervention and monitoring to improve school absenteeism, especially risk factors and emotional school avoidance.
- Support the referrals to outside agencies and organisations to enable us to meet the needs of pupils, students, and families.
- Work with parents, families, and carers to advise, support, guide, and work in partnership with stakeholders, including other agencies and professionals, to support learning, wellbeing, and safety to enable children to make progress.
- To work with and support parents and carers to enable pupils and students to thrive through our partnership working between home and school.
- Ensure the positive behaviour policy and its principles of practice are consistently followed i.e. teaching positive behaviour not punitive measures, using positive reward systems and processes alongside education, and mentoring to improve children's behaviour
- Support the management of therapeutic and behavioural interventions. Implement evidence-based approaches to crisis intervention as well as long term behaviour change.
- Hold and manage a caseload to deliver therapeutic and behavioural change direct work with individual pupils/students and groups of pupils
- Actively participate in own CPD, including keeping up to date with the most effective evidence-based practice and approaches to supporting and improving C&YP's behaviour during periods of trauma and crisis.
- Attend, participate, advise, and contribute to the Behaviour and Safeguarding meeting (WATCH)

- Contribute to the Assess, Plan, Do and Review process of all pupils and students and work with the school team and in particular our SENCOs.
- Provide feedback in relation to progress, engagement, attendance and behaviour to the young person, other staff, and relevant stakeholders, as appropriate.
- Design and deliver training and briefing sessions that develops the team's knowledge and skills enabling them to respond to crises, behaviour change and personal development using integrated therapeutic, compassionate, and restorative approaches.
- Have a flexible approach, including hours and locations of work to respond to the needs of the C&YP and the organisation and be comfortable working on a 1-2-1 or group basis with other staff or alone.
- Have a full driving licence and a vehicle available to transport C&YP and to work across various sites, including conducting home visits when necessary.
- Positively challenge and motivate the children and young people, promoting and reinforcing their self-esteem.
- Build strong, supportive relationships with individual children and young people, building on their strengths and attributes, delivering appropriate support and interventions.
- Appropriately and compassionately manage and teach children who have experienced trauma how to regulate their emotions and problem solve.
- Improve behaviour and engagement with learning by supporting and inspiring C&YP who may be demotivated and/or in crisis and are refusing to learn and attend lessons.
- Respect confidentiality at all times to prevent disclosure of confidential or sensitive information, ensure that all data protection policies and procedures are fully adhered to.
- Ensure that all recording follows the organisations policies and procedures, is comprehensive and completed in a timely manner.
- Undertake any additional tasks that are required that are consistent with the level of this position.

### Person Specification

| Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Desirable                                                                                                                                                                                                                                |
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| <b>Qualifications:</b> <ul style="list-style-type: none"> <li>• Educated to GCSE or equivalent with passes in Maths and English</li> <li>• Professional qualification relevant to the post</li> <li>• Social Work, Probation and Youth Offending.</li> <li>• BA (Hons) in Social Work/MA in Social work</li> <li>• Be registered with the Health Care and Professionals Council (<u>HCPC</u>)</li> </ul>                                                      |                                                                                                                                                                                                                                          |
| <b>Experience, Skills &amp; Knowledge:</b> <ul style="list-style-type: none"> <li>• Significant experience and demonstratable qualifications in child protection and safeguarding – candidates must have a designated safeguarding lead qualification or willingness to complete this within their probation period to level 3.</li> <li>• Detailed knowledge of other services/agencies involved in the lives of C&amp;YP with safeguarding needs</li> </ul> | <p>Experience and understanding of delivering, monitoring and/or supporting Early Help or Child in Need work within schools or social care settings</p> <p>Experience of working with Looked After Children within a local authority</p> |

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| <ul style="list-style-type: none"> <li>• Well organised and able to prioritise own workload, working with the minimum supervision</li> <li>• Believe that all C&amp;YP can succeed and overcome barriers to learning and wellbeing and that the most neglected and traumatised C&amp;YP need the most care and support.</li> <li>• Flexible approach to work, with a positive, 'can do' attitude</li> <li>• High levels of emotional intelligence, including resilience to deal with the conflicts and C&amp;YP in crisis, in a fast-moving environment.</li> <li>• Excellent communication skills- with C&amp;YP, parents/carers, colleagues, external partners, and agencies.</li> <li>• Ability to negotiate effectively with C&amp;YP whilst ensuring consistent application of the organisations policies.</li> <li>• Able and willing to work in different locations, including community settings.</li> <li>• Have a full driving licence and a vehicle available to transport C&amp;YP and to work across various sites.</li> </ul> |  |
| <p><b>Professional Development:</b></p> <ul style="list-style-type: none"> <li>• Knowledge of a range of effective strategies for supporting vulnerable students with behaviour</li> <li>• Knowledge of safeguarding matters</li> <li>• Knowledge of how to create an effective learning environment</li> <li>• Excellent ICT skills</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |
| <p><b>Personal qualities:</b></p> <ul style="list-style-type: none"> <li>• Able to build excellent relationships with pupils</li> <li>• Ambitious for career development</li> <li>• Hardworking, smart and reliable role model</li> <li>• Resilient, diligent and persistent when problem solving</li> <li>• Very well-organised</li> <li>• A positive and dynamic approach to school life</li> <li>• Reflective and thoughtful with skills of critical analysis</li> <li>• Ability to build and maintain positive relationships with a wide range of staff</li> <li>• Flexible and creative during times of change</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                              |  |

*The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment*



Dear reader, my name is Pritam Kumar Vekaria and I am the ridiculously proud Headteacher of Whitefriars School. We are a fully integrated 3 to 18 all-through school. In March 2024, our school was judged Outstanding by OFSTED for Nursery and Reception (EYFS) and Good in all other areas including Sixth Form.

Only enquire or apply if you are ready to help us achieve our mission below, otherwise we wish you only our best for the future.

*'Our mission is to provide an exceptional educational experience for our students, staff and families. Thus, fostering ambitious, highly skilled and educated positive citizens for our community. What makes us special is how we work as a unified community in pursuit of this mission'*

Wellbeing is really important for our community; we are already signed up to the DfE staff wellbeing charter mark. However, for us actions speak louder than words. So just a few points in how we make this happen for the staff who work so hard in our school and strive to achieve our mission.

- Ethical & supportive middle and senior leadership team
- 2-week October half-term
- Early finish on Mondays to allow for Professional development time

- Nursery on-site, with full-time places with discounts for staff
- Free use of touch screen luxury coffee & hot chocolate machine
- No teaching on Friday afternoon, instead we have enrichment clubs after lunch every week, you lead an activity of your choice allowing our pupils to get to know your other superpowers/skills.
- We are a lead teaching Hub school
- Freshly baked pastries every week before our staff briefing
- Exceptional paid leave allowance to support with childcare. In addition, 1 day paid for celebration events such as: wedding/trip/graduation every year
- Marking only 3 times a year to reduce workload

Furthermore, we prepare every child for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and unwavering positive attitude. That means providing a World Class Curriculum and exceptional learning experience that reflects the highest academic standards. One that inspires and enthuses pupils through its creativity and openness to the world around us. We are unashamedly an outcome driven school, as education gives opportunity and choice that is imperative with an ever-changing world. Through enrichment events and activities that improve learning, here at Whitefriars, we will endeavour to provide students with a well-rounded and culturally rich education throughout the year celebrating diversity and unity.

Our children will be able to 'be the change they want to see in the world', and 'courageous, to be the light where there is darkness'. Our children will be resilient, optimistic, respectful, honest and well-rounded positive citizens, with an eternal love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of Whitefriars School; we are relentless in our pursuit to serve our community, that only deserves the best. We only employ excellent staff, who can deliver an inspirational learning experience for every child; every day. We want our children and young people to have a sense of deep belonging, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives. As a Trust, we will foster a culture that respects diversity, safeguards our children's wellbeing and recognises that we are stronger together than we are apart. In pursuing this vision staff, Trustees and Directors will model this every day, knowing that each one of us plays a part in making it a reality for every child and young person in our care.

Finally - We have a highly visible and responsive leadership team and staff who will always find time to talk to parents and carers about the pupils' needs. Our school is built on strong partnerships with families and the local community.

An equal opportunities employer.

The Heathland Whitefriars Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a Disclosure Barring Service check.

**In accordance with DfE Keeping Children Safe in Education 2023, an online search will be completed on all shortlisted applicants prior to interview.**

Closing date: Friday 31<sup>st</sup> January 2025

Start date: ASAP

We reserve the right to shortlist, interview and appoint prior to the closing date and so early applications are encouraged.