Recruitment Profile

Post number	13584
Position title	Social Worker
Grade	9A
Department	People
Location	Children and Families Duty team
Salary/Rate of Pay	£41,950.13 - £45,308.13 Per Year (Pro Rata)
Hours of work	35
Weeks per year	52.1428
Number of staff responsible for	0
Reports to post number	Team Leader
Registration requirements	SSSC Registration essential
Drivers Licence required	A current driving licence and use of a vehicle is an essential requirement of this post. * If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role. Category A
Contract status	Permanent
Disclosure status	PVG Children
Political restrictions	No
Role profile number	SC 7A
Business World post status	Permanent
Work pattern	Monday to Thursday 8.45 - 17.00, Friday 8.45 - 15.45
Vacancy number	SBO09215
Closing date	20.07.2025

Role purpose

Based centrally in the Scottish Borders, supporting children and families across the whole of the local authority geographical area,
the Duty Assessment Team is a busy environment in which all concerns for children are screened and initial assessments of risk and need are undertaken.
The aim of the team is to complete timely initial assessments; provide targeted interventions; to work in partnership with families; safeguard children and reduce risk of significant harm in those cases which meet child protection threshold.
As a social worker within the Duty Assessment Team you will practice in all communities in the Borders – linking in with local partner agency colleagues.
You will work directly with children and young people and their families. You will work to ensure, wherever possible, that children and young people are helped to remain in their own homes and local communities.
The service firmly believes in the power of strength based relational Social Work and its members will hold the ability to address behaviours linked to, or because of, adult and childhood trauma and compromised child/parental relationships and capacity.

Person specification		
Criteria	**Essential**	**Desirable**

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Education, qualifications and training	Appropriate social work qualification at degree or diploma level (DipSW). Registration with Scottish Social Services Council (SSSC). Driving Licence.	Any approved post-qualifying courses in Child Care, Child Protection or Practice Teaching. Training in strength based programmes such as Signs of Safety, Safe and Together or Family group decision making
Skills, knowledge and competences	Comprehensive knowledge of Social work provision, legislation and current issues relation to child welfare and protection. Skilled in efficient communication, information analysis and decision making. Ability to communicate effectively with professional peers, managers and other agencies. Highly competent in assessment, report writing and planning. Ability to manage competing demands on your time and workload. Ability to chair meetings. Ability to be impartial and objective and to make decisions. Ability to manage conflict openly. Demonstrate commitment to the provision of quality assessment of need while promoting equality, inclusion and partnership with children and their family/carers.	Proficiency in the use of information technology. Knowledge of the Scottish Borders' geographical area and the communities within it.
Experience	Experience of working with children, families, young people and carers, including statutory work and challenging behaviour. Experience of writing professional reports.	Experience of child protection investigations and outcomes. Experience of participation in effective multi-agency planning.
Other	To be energetic, enthusiastic and responsive to changing service needs. An ability to work collaboratively with a range of statutory, voluntary and independent agencies. Innovative and flexible. A commitment to anti-discriminatory practice.	

Driving Licence - Where it is an essential requirement for this post to hold a current driving licence. Note: If you have a disability which precludes you from holding a driver's licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role.

HEALTH & SAFETY STATEMENTS

Must take reasonable care for the health and safety of themselves, other employees and anyone else who may be affected by their work activities carried out. Employees shall work in accordance with policies, procedures, information, instructions, and / or training received.

This profile is indicative of the nature and level of responsibility associated with the post. It is not exhaustive and the post holder may be required to undertake such other duties as may be required by the Workforce Planning & Development Manager to meet the needs and responsibilities of the Service and the Council.

Equality – Ensure that all work and outputs comply with and promotes equal opportunities and diversity.

Supervisory or Managerial posts only - Ensure that HR systems are in place for reporting management information and making recommendations for any corrective action necessary.

Equal Opportunities - Scottish Borders Council is committed to improving the diversity of its workforce to better reflect the communities we serve. We welcome applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. In particular from candidates who assess themselves as having a disability, under the Disability Confident Employer scheme this guarantees an interview to those individuals who meet the essential criteria of the post. All appointments will be made on merit.

Digital Innovation & Solution Focused Statement
Scottish Borders Council is committed to excellence and continuous improvement through the transformative power of digital solutions reinforcing our commitment to excellence, sustainability, enhancing our work practices and enriching our support to the community. As digital innovation evolves, our organisation is dedicated to integrating these advancements in a manner that aligns with our core values and strategic objectives.
All roles across the Council will actively seek and implement the latest digital solutions and technologies that can improve efficiency, productivity, and the quality of our services. Training will be provided, to ensure staff are proficient in utilising new technologies, fostering a culture of continuous learning and adaptability.

Please note priority will be given to staff on the deployment/redeployment list who meet the essential criteria of the post.

Please note that applicants who have received early retirement/voluntary severance from Scottish Borders Council will not be considered.

TEMPORARY POSTS
If at a later date a temporary post becomes permanent, it will be at the discretion of the Department's management team to confirm the post holder as permanent without readvertising.

PRE EMPLOYMENT CHECKS

Essential

- Confirmation of Right to Work in the UK **- (All posts)**
- Level 1/Level 2/PVG Registration Disclosure Check - ***(PVG/Disclosure posts only)***
- References - ***(All posts***)
- Confirmation of qualifications required to meet the essential criteria on the person specification **- (All posts)**

Right to Work in the UK - To ensure that you are eligible to work in the UK, we will require the following documentation:

- A Passport showing you are a British/Irish Citizen.

  OR

- A British Birth/Adoption Certificate along with an official document containing your name and permanent National Insurance number

For all other nationalities

- Settled status code

  OR

- Immigration status document, for further information visit Apply to the EU Settlement Scheme (settled and pre-settled status) - GOV.UK (www.gov.uk)

Please note that a Short Birth Certificate and a Driving Licence are not sufficient to show your entitlement to work in the UK.

OTHER DETAILS

Disclosure/PVG Registration

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Under the Rehabilitation of Offenders (Exclusion and Exceptions) (Scotland) Order 2003 to the 1974 Rehabilitation of Offenders Act (ROA) Scottish Borders Council are entitled to ask "exempted questions" that require applicants for certain positions to reveal their full criminal history.

This means that all details of criminal convictions, whether they are spent or not, must be disclosed to help the recruiting manager assess the person's suitability for a position of trust.

Disclosure

These "excepted professions" are set out in the Exceptions Order and include:

- certain professions in areas such as health, pharmacy and the law;
- senior managers in banking and financial services.

PVG Registration

Certain posts are considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check prior to a formal offer of employment being made by Scottish Borders Council.

PVG/Disclosure Process

After the application is processed you will receive an email with a secure link to view the disclosure. You must share this with us to progress the recruitment process.

Political Restrictions

Certain posts within Scottish Borders Council will be deemed Politically Restricted. If you are appointed to such a post the Local Government Officers' (Political Restrictions) Regulations 1990 provide that your terms and conditions of employment are deemed to incorporate additional provisions set out in the Schedule to the Regulations, a copy of which can be obtained from HR. Full details of restrictions will be provided in your application pack if you are applying for a Politically Restricted post.

**** From 1 April 2025 a Real Living Wage Rate of £12.60 per hour has been agreed. All employees recruited on a salary/wage less than the RLW rate shall receive a payment additional to their salary/wage in order that they are paid at the rate of £12.60 per hour. The additional payment shall count as pensionable earnings and be subject to deduction of tax, national insurance and pension where appropriate.