

CHILDREN'S SERVICES WORKERS (CSW's)

OVERVIEW OF REMIT - August 2008

1. CSW's are expected to build working relationships with individual children to enable trust to develop. This will encourage children to feel safe to work on the issues identified in their Childs Plan.
2. CSW's should (under the guidance of the Named Person and /or the Lead Professional(s) and their ISO) observe, assess and plan interventions for, and with, individual children. Where appropriate, the CSW may work with groups who have behavioural and/or emotional issues, in partnership with the pupil support team and parent/carer.
3. Addressing their issues entails the child having the space and opportunity to talk about the things that worry them. A CSW will help them to explore alternative and more appropriate, methods of behaving as well as assisting them to develop coping strategies for potentially difficult situations.
4. CSW's are expected to establish links with the parents/carers of children with whom they are working to encourage their participation and support for a Childs Plan. They will also collate information to assist with planning and reviewing progress of a Childs Plan and to enable the parents to have an understanding of what is being offered to their child in school.
5. There is a requirement that all CSW's maintain detailed records of their contacts with children, families and other relevant agencies. If there is existing Social Work involvement CSW's should liaise with the allocated Social Worker regarding the contact and the aim of the intervention with their clients. In this situation the Social Worker should have the purpose of CSW involvement clearly identified in the Child's Plan.
6. When requested by their Integrated Services Officer (ISO), CSW's will attend relevant meetings. There is an expectation that full verbal and written reports will be available for these meetings. Any reports written by CSW's must be seen by their respective ISO, or team manager, before being presented to any party or meeting. Verbal reports should be fully discussed with ISO prior to meetings.

7. Regular supervision with the ISO will take place, usually at the school, where practice skills and professional development training will be discussed and identified as appropriate. Best practice has identified that three way supervision, including the education manager, is extremely useful and beneficial.
8. Where identified in a Childs Plan CSW's will undertake focussed work with individuals or groups in relation to social skills, ie. Self-esteem, anger management, relationships, socialising, teamwork etc.
9. Where identified in a Childs Plan CSW's will if appropriate, supervise specific children in the playground setting to enhance social skills for an identified period of time clearly recorded in the Child's Plan. CSW's in these situations must be supernumerary to other playground supervisory staff.
10. CSW's will be able to support focussed groupwork within schools. They will be able to undertake, and lead, such groups once appropriately trained to do so.
11. CSW's will, if appropriate, be able to support the development of breakfast clubs, after school clubs and activity clubs.
12. CSW's should not find themselves being substitutes for Classroom Assistants, Auxiliaries, Family Support Workers or Attendance Officers.
13. Any involvement of a CSW will entail the compilation, either by a Named Person or a Lead Professional, of a Child's Plan. The ISO will ensure at the point of the request for services that the involvement of the CSW is clearly identified in this plan.

Priorities: All children in need, but particularly;

- Children with Social, Emotional, Behavioural Needs (SEBN)
- Children who self-exclude
- Children who are 'young carers'
- Looked After Children (LAC)
- Children with physical disabilities or other additional learning needs

Line Management for CSWs

The ISO is the supervisor for CSW's which is in turn Line Managed by the Social Work Team Manager.

Both the ISO and the identified senior education manager posts will be responsible for identifying appropriate work for CSW's.

The prioritising of a CSW's workload in the associated school group will be the responsibility of the ISO and supported on a day to day basis through direction of the identified senior education manager.

Role of the CSW.

- Developing innovative interventions to nurture children, either individually or in groups, to enable them to achieve the best they can.
- To support individuals in school, community and their homes, with their families, to ensure that they have attitudes conducive to learning. An important feature will be to support families to positively parent their children and thus contribute to better parent/child relationships and promote self-esteem in both parent and child.
- Promoting good bi-lateral communication between home and school will contribute toward consistency and a sense among children of being valued. Monitoring non-attendance and reacting promptly will reinforce to children their own value and the importance of attending school for their own development.
- Regular and appropriate liaison with Social Work Services to ensure a good multi-lateral flow of information will enable the early identification of need, the appropriate allocation of resources and the minimisation of crises.
- CSW's will liaise closely with a child/young persons Named Person or Lead Professional in order that their involvement & work with the child/young person and family is appropriately recorded and respected within the Child's Plan.
- CSW's will make it clear to parent(s)/carers that they are Social Work Services employees and this should be clarified prior to any direct involvement. Guidance on approaches to parents/carers should be taken from those professionals who already know the family. If there are any issues they should be discussed with the respective ISO.