

London MASH Project

Job Description and Person Specification

Children's Social Care



Job Title	Multi Agency Safeguarding Hub (MASH) Children's Social Care Worker
Directorate	Complete locally
Service	Complete locally
Grade	Complete locally
Location	The postholder will be required to work flexibly as part of a MASH co-located integrated team based at complete locally
Responsible To	Complete locally

BROAD PURPOSE/CONTEXT

Multi Agency Safeguarding Hubs (MASHs) co-locate key agencies and their data into a secure assessment, research and and referral unit for notifications on vulnerable children and young people.

The postholder will work as part of a dynamic multi-agency integrated team assessing notifications and referrals regarding children aged 0 - 18.

The MASH process includes searching for and collating information from a range of sources including databases and other professionals. With due regard for confidentiality, the MASH professional is responsible for interpreting and sharing the information that is necessary to safeguard and promote the welfare of the child/young person.

MAIN DUTIES AND RESPONSIBILITIES

1. Maintain constructive relationships with a broad range of internal and external stakeholders and specifically with social care professionals from different teams and local authorities.
2. Through liaison, dialogue and searching appropriate databases collect and collate relevant information to add to the multi agency risk assessment.
3. Record, interpret and present social care information and issues that can impact on the risk or needs assessment of the child/young person. This may involve disclosing proportionate and relevant information related to the parents/cares or siblings.

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4. Explain clearly, and with sound rationale, highly complex safeguarding information to a wide range of professionals.
5. Participate in the MASH multi agency risk assessment to inform case management, advising where necessary and challenging decisions where appropriate.
6. Identify service gaps and issues relating to service pathways and/or cross boundary arrangements.
7. Escalate evidence of ineffective safeguarding arrangements within or outside the MASH.
8. Immediately report to **complete locally** where issues require escalation or the case is likely to become subject to press or public interest.
9. Demonstrate through personal and professional example a commitment to equality of opportunity for all groups of staff and service users and challenge discrimination, racism, sexism and other forms of unjust behaviour.

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	Essential/ Desirable	Assessment Method*
KNOWLEDGE		
Understanding of the principle theories of child and adolescent development, including attachment theory and the concept of resilience.	E	A/I
Knowledge of, and ability to operate within, professional and ethical guidelines.	E	A/I
Comprehensive understanding of the roles of different agencies and how they work together.	E	A/I
Understanding of the legislative context as well as specific relevant legislation and guidance relating to safeguarding and sharing confidential information to support children	E	A/I
Understanding of the legislation and guidance relating to housing and how that impacts on safeguarding and promoting the wellbeing of children and young people.	E	A/I
QUALIFICATIONS/EXPERIENCE		
General Social Care Council (GSCC) recognised social work qualification.	E	A/C
Enhanced CRB check	E	C
Current registration with GSCC	E	C
Experience of social work with families	E	A/I
Experience of assessing vulnerability, risk and need for children, young people and families	E	A/I
SKILLS/ABILITIES		
Computer literacy and the ability to use (insert relevant local IT packages) to find key information.	E	A/I/T

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Ability to develop and use a structured approach to gather and record information about the child's, young person's and family's contact with services and interpret that in the context of possible safeguarding need	E	A/I
Ability to analyse complex information where information is drawn from multiple sources and may be conflicting or incomplete.	E	A/I/T
Ability to work under pressure and to use English to produce an accurate précis of proportionate and relevant information	E	A/T
Ability to work effectively under pressure and to prioritise own work in line with areas of highest risk, coordinate own activity with others in MASH as well as external colleagues	E	A/I
Ability to contribute the housing perspective to multi agency meetings	E	A/I
Ability to recognise patterns of concern at both individual and population levels.	E	A/I
Ability to influence and contribute to an organisational climate that promotes open dialogue and supports reflection, critical thinking and constructive challenge.	E	A/I

A = Application
 C = Certificates
 I = Interview
 T = Test