



The professional association for
social work and social workers

Post Title: Consultant Social Worker (Race) CSW (R)
Responsible to: National Director BASW Cymru
Responsible for: Consultant Social Worker (Race) CSW (R)

Summary of job:

The CSW(R) will work with professionals and representative professional bodies, ADSS, Social Care Wales, CIW, HIW and Local Authorities to raise awareness, improve knowledge, to identify training opportunities and demonstrate success through impact assessments and evaluations in service delivery. The postholder will be supported by a reference group of professionals and people with lived experience. The work will be supported by guidance, training that builds trust and confidence of professionals to positively support care needs for members of the BAME community.

TASKS

- 1.To support Social Workers and frontline participants in developing their practice by liaison with social work employers and SCW as the workforce regulator to improve professional practice when supporting different communities, especially minority ethnic groups, communities and individuals.
- 2.To liaise with professional colleagues in all parts of the Welsh social care sector and key stakeholders to identify, encourage and disseminate best practice.
- 3.To utilise social care data to effectively to support improving quality of practice.
- 4.To support the CSCO to promote a culture of quality of practice to improve outcomes and experience of the social care sector for members of minority ethnic groups and communities.
- 5.To provide appropriate input and advice on a range of initiatives to deliver and embed lasting structural change programmes that impact positively on minority ethnic groups and communities experiences.
- 6.Lead and assist in the development and establishment of forums and task groups which aid in changing culture in the social care sector in Wales.
- 7.To provide strategic direction and leadership to strengthen how organisations engage with minority ethnic groups and communities and incorporate them into their

work, care service provision, boards, in the National and Regional Partnership Forums and wider Social Care related Forums and bodies in Wales;

8.To recommend improvement in associated policies and procedures to ensure effective practice that is inclusive and non-discriminatory.

9.To liaise with key Social Care stakeholders to build trust and a working relationship to improve care workers knowledge and skills to engage and provide services to minority ethnic groups and communities.

10.To practice in anti-discriminatory manner that supports diversity and equality for all people.

11.Encourage a work environment which promotes the health, safety and wellbeing of self and others.

12.Perform duties in line with the Social Care Wales regulation requirements.

13. The postholder will be required to deliver to an agreed work programme. They will establish a reference group of professionals and people with lived experience to support their work.

14. The provision of independent professional advice, both predictive and reactive, and to provide leadership in the areas identified by relevant partners.

15.The post holder will be expected to work across organisational boundaries and with key stakeholders in the care sector and wider equality and human rights bodies. This will include working with Welsh Government Ministers and directorates including, Communities, Community safety, Police Liaison, Education, Permanent Secretary's and Health Directorates. It will extend to working with care / health professional bodies and representative bodies including ADSS, WLGA, SCW, WCVA, EHRC, ADSS and BASW. Priorities will be determined by the appointee, the host body and the reference group.

Key Deliverables:

To support improvement in knowledge and application of good practice. The appointee will be located with BASW Cymru whose primary role is to support social work practitioners to improve engagement with diverse communities and influence a more positive experience of social care provision. It will demonstrate an impactful change in culture, practice and improvement in individual social work practitioners' skills and fitness.

Other

1. The post holder will report to the National Director - BASW Cymru.
2. The post holder will attend regular quarterly meetings with the Chief Social Care Officer.

3. To ensure that identified activities are efficiently managed within the available budget.
4. To measure impact and monitor progress.
5. Undertake all duties in accordance with all BASW UK policies and work towards their continuing development and implementation.
6. To undertake additional duties as required by the National Director or Chief Executive.

Mewn partneriaeth â / In partnership with



Newid Cadarnhaol mewn
Gofal Cymdeithasol
Positive Change
in Social Care



Llywodraeth Cymru
Swyddfa Genedlaethol Gofal a Chymorth
Welsh Government
National Office for Care and Support