

## MEDWAY COUNCIL - JOB PROFILE

<b>JOB TITLE</b>	Senior Practitioner – Multi Disciplinary Team
<b>DIRECTORATE</b>	Children and Adults
<b>SERVICE</b>	Provider Services
<b>RESPONSIBLE TO</b>	Team Manager - Multi Disciplinary Team
<b>GRADE</b>	SW3
<b>JOB FAMILY</b>	PSW0251

### MAIN PURPOSE OF JOB

Work as part of a team of professionals to deliver specialist assessments and interventions to families where children are suffering neglect. These families will be case managed by other teams in Medway Children Services and will be subject to Child in Need, Child Protection, pre-proceedings, or proceedings. The multi-disciplinary team will offer bespoke interventions to these families to address risks and improve outcomes for children, thus preventing escalation into higher level of statutory intervention (i.e. from Child in Need into Child Protection) or diverting children away from care proceedings.

Safeguard and promote the wellbeing of vulnerable children and young people through the provision of high-quality social work practice, supporting them to achieve their full potential, living within their family if safe to do so.

To provide intensive adapted (CUBAS) and standardised parenting assessments in the community, family centre, family home or any other appropriate environment.

Participate in effective partnership working and engagement and to work collaboratively with a range of organisations, statutory and voluntary in delivering services to children and young people.

To comply with legislation, statutory guidance and local policies and procedures

To be competent in all areas of the PCF at Experienced Social Worker level and The Knowledge and Skills Statement (KSS) for approved child and family practitioners.

### ACCOUNTABILITIES

Provide assessments over extended periods of eight to twelve weeks using an interactive approach to intervention with a strong emphasis on education.

Provision of Mid-Point Review Reports and Final Parenting Assessment Reports that advise on parental capacity and make recommendations about permanency arrangements for children

To work alongside family support staff and other staff involved in the provision of assessments and interventions to parents and carers with a level of learning difficulty or specific additional needs.

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Manage a complex caseload of assessments and interventions within a framework of appropriate reflective supervision, undertaking focused, analytical assessments, SMART plans and reviews that have clear objectives and outcome measures in order to ensure that all vulnerable children receive a service that reflects the Council's commitment to achieving positive outcomes for our looked after children.

Demonstrate expert and effective practice in complex situations that reflects a commitment to relationship and strengths-based practice, assessing and managing higher levels of risk and working collaboratively with children, young people and their families.

To work with children and families in a variety of diverse and complex contexts, such as mental ill health, disability, substance misuse, domestic abuse, sexual and criminal exploitation, radicalisation, poverty, discrimination, and immigration.

Provide expert advice and support to less experienced staff on aspects of casework ensuring a high level of practice is demonstrated.

Contribute to the learning and development of others either through supporting a newly qualified social worker, supervising a family support worker, acting as a Practice Assessor for students on placement, or contributing to training activities in a specialist areas.

Lead on an area of practice (i.e. contextual safeguarding, completion of DV risk assessments, etc) for the team or service and support others to enhance their knowledge and skills in relation to that subject.

To consistently use the Signs of Safety practice model in assessments and interventions with children, their families and their carers.

Prepare clear, structured and concise reports for meetings, i.e. Child Protection Conferences, strategy meetings, Looked After Children Reviews, Children in Need meetings, and court proceedings as necessary, to the required standard and within the prescribed timescales

Participate in regular supervision to review case work and critically reflect on the work being undertaken.

Keep up to date with research findings, theoretical models and innovative practice within the social work field in order to promote evidence informed practice and maintain the highest professional standards.

To maintain accurate and up to date records in line with Data Protection legislation (GDPR) and use Medway Council specific recording system's to promote effective case management

Contribute to service development in line with local plans, initiatives and strategies.

#### **KEY CORPORATE ACCOUNTABILITIES**

To work with colleagues to achieve service plan objectives/targets.

To participate in one-to-one Performance Development Reviews and contribute to the identification of own and team development needs.

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To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.  
To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

#### **ACCOUNTABILITIES TO CHILDREN AND YOUNG PEOPLE**

The children and young people of Medway have said the following qualities are really important to them:

- ✓ Be a good listener
- ✓ Be non-judgemental
- ✓ Be consistent and Stable
- ✓ Be contactable
- ✓ Understand me
- ✓ Be honest
- ✓ Be Focused
- ✓ Be realistic
- ✓ Be a good timekeeper
- ✓ Be resourceful in your approach

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

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## PERSON SPECIFICATION

QUALIFICATIONS	Assessment Method
Qualified Social Worker with three years or more post qualifying training.	Application
Working towards Practice Educator (Stage 1 and 2), and/or management qualification, i.e. ILM Level 3	Application
Demonstrable post qualification experience of working with children and their families (minimum of 3 years)	Application
Must be PAMs (Parental Assessment Manual Software) and CUBAS trained or if not, must be willing to complete the training	Application
Registration with Social Work England	Application
EXPERIENCE	
A very good understanding of PAMs manual and/or CUBAS and use of these models of intervention	Application / Interview
Able to provide early identification of strengths and risks during the assessment process and offer the Local Authority valuable safeguarding information via Mid-Point Review Reports	Application / Interview
Able to demonstrate experience of spending extended periods with families and being able to identify gaps in parental capacity and whether those gaps can be bridged in a time frame conducive to their child or children	Application / Interview
Proven experience in the application of 'Signs of Safety'	Application
Demonstrable experience in relationship and strengths-based practice, working collaboratively with children, young people and their families	Application / Interview
Demonstrable experience of undertaking direct work with children and young people and being able to evidence understanding of the child's lived experience.	Application / Interview
Proven experience in child protection and court work.	Application / Interview
Proven experience in one or more areas of practice i.e. contextual safeguarding, domestic violence, and have a broader knowledge of local and national resource networks	Application/ Interview

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Proven experience in providing expert advice and support to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement.	Application
<b>KNOWLEDGE</b>	
Ability to use advanced theoretical/practical/procedural/ organisational /policy knowledge across a specialist area	Application
Knowledge and experience of working with vulnerable children in a statutory setting.	Application / Interview
Knowledge and experience in the application of relevant legislation, statutory guidance, standards and local policies and procedures relevant to working with children and young people	Application / Interview
Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings	Interview
Demonstrable knowledge required to recognise and evaluate risk to children and young people	Application / Interview
Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings	Interview
Ability to demonstrate awareness of legislation relating to General Data Protection Regulations and Freedom of Information	Application
<b>SKILLS</b>	
Demonstrable ability to build sound, productive working relationships with colleagues, partners and employees.	Interview
Demonstrates strong assessment skills and analysis of relevant information and develops multi agency SMART plans to improve outcomes for children and young people using evidence based practice	Interview
Engages effectively with children and families and has experience of using different tools and methodologies to communicate with children and young people	Interview
Ability to maintain accurate and up to date case records.	Interview
Ability to write high quality written reports which are suitable for a variety of professional settings.	Interview

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Ability to analyse and interpret varied and highly complex information, developing strategies and solutions for long term plans	Interview
Ability to use highly developed communication skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences and stakeholders.	Interview
Competent in the use of Microsoft Office packages as well as an electronic integrated children's system (eg: MOSAIC or similar)	Application
Ability to practice effectively and competently with an increasing level of autonomy and independence	Interview
Ability to make high quality judgements and sound decisions in situations of increasing complexity, risk, uncertainty and challenge, and be able to effectively explain and justify decisions.	Interview
Proven ability to determine which interventions, knowledge and skills to deploy to effectively respond to different issues.	Interview
Ability to carry out tasks which impact on the wellbeing of people, including assessing needs, implementing care/welfare, implementing regulations, providing guidance on internal procedures and interpreting policies and procedures to meet specific circumstances or problems.	Interview
Ability to work under pressure and manage time and workload effectively.	Interview
Ability to work within a court setting and other professional settings.	Interview
Understands and is committed to equality and diversity and treats everyone fairly and with respect	Interview
Ability to demonstrate a commitment to individual and reflective supervision.	Interview
Ability to maintain confidentiality at all times	Interview
An understanding of Social Work England's professional standards and a commitment to upholding them in your practice.	Application
Enhanced DBS check	

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OTHER REQUIREMENTS	
Car driver and daily use of a car for business purposes	Application
Commitment to continuous professional development	Interview
Ability to demonstrate a commitment to individual and reflective supervision	Interview
An understanding of Social Work England's professional standards and a commitment to upholding them in your practice.	Application
Enhanced DBS check	

## ORGANISATION

### (i) ORGANISATION CHART

**Commented [ci1]:** This will have to be the MDT that comes under Provider Services

### (ii) DESCRIBE HOW AND BY WHOM THE POST IS MANAGED

The post holder will be line managed by the Team Manager of the Multi-Disciplinary Team, in Provider Services

### (iii) DESCRIBE THE LEVEL OF INITIATIVE AND/OR INDEPENDENCE EXPECTED OF THE POST HOLDER

Ability to work independently within clear guidelines and regularly uses initiative to make decisions, referring to more senior officers for advice on policy/resource issues.

### (iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES

The post holder will be required to provide support to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement and/or line manager to Family Support Worker.

### (v) JOB CONTEXT - DESCRIBE THE MAIN CONTACTS, BOTH INTERNAL AND EXTERNAL AND THE PURPOSE OF THOSE CONTACTS

The post holder will be required to liaise with all stakeholders both internal and external to the organisation, including working with children and families to ensure they are appropriately involved in decisions.

## FINANCIAL ACCOUNTABILITIES

The post holder will have delegated budget management responsibilities and contribute towards the management of the staffing team budget including setting, monitoring and ensuring effective spend of budget.

## WORKING ENVIRONMENT

The post holder will be based in one of Medway Council's establishments.

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