

MEDWAY COUNCIL - JOB PROFILE

JOB TITLE	Senior Practitioner
DIRECTORATE	Children and Adults
SERVICE	0-25 Disability Service
RESPONSIBLE TO	Team Manager
GRADE	SW3
JOB FAMILY	PSW0251

MAIN PURPOSE OF JOB

Manage and hold a caseload of complex cases within our 0-25's disability service ensuring that our children and young adults with disabilities are safeguarded and supported to achieve their full potential.

To work closely with multi agency partners such as Health and Education, to ensure children and young adults with disabilities receive the services they require to allow them to thrive and have a voice as valued members of our community.

Offer expert advice and support to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement.

ACCOUNTABILITIES

Manage a caseload of complex cases, undertaking focused, analytical assessments, plans and reviews that have clear objectives and outcome measures in order to ensure that all children and young adults with disabilities receive a service that reflects the Council's commitment to child and adult safeguarding and meaningful transition into young adulthood.

Demonstrate and model a high standard of practice that reflects a value based and child-centred approach to working with disabled children, young adults and their families, in recognition of the Children Act 1989, Children and Families Act 2014, and Care Act 2014.

To work directly with disabled children and disabled young adults to establish their wishes and feelings, using a variety of techniques, as required.

To be a Signs of Safety Champion and consistently use the Signs of Safety practice model to improve the outcomes and safety of children.

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Provide expert advice and support to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement, ensuring a high level of practice is demonstrated.

Prepare clear, structured and concise reports for meetings, i.e. Child Protection Conferences, Children and Adult strategy meetings, Adult Safeguarding Meetings, Adult Best Interest 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 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 systems 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

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

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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'.

PERSON SPECIFICATION

QUALIFICATIONS	Assessment Method
Qualified Social Worker with post qualifying training.	Application
Registration with Social Work England	Application
PEPS 2 or commitment to work towards	Application
EXPERIENCE	
Demonstrable post qualification experience of working with disabled children and their families	Application
Demonstrable experience of undertaking direct work with children and young people.	Application / Interview
Demonstrable experience in child protection and court work.	Application / Interview

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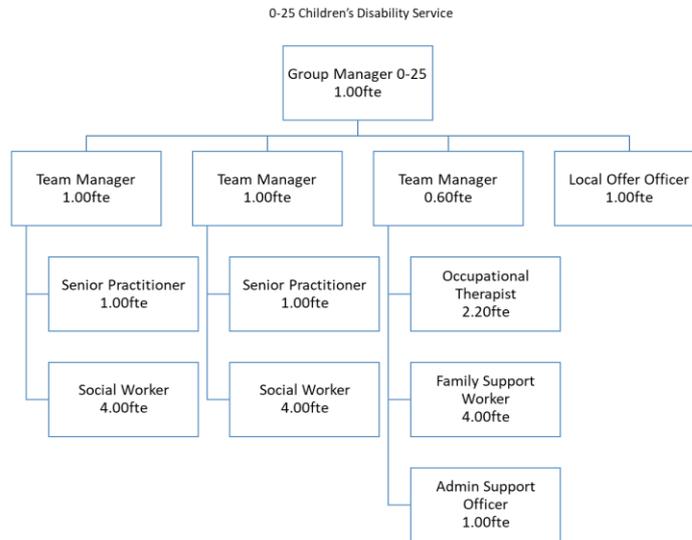
Proven experience in the application of 'Signs of Safety' or commitment to undertake training	Application
Proven experience in providing expert advice and support to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement.	Application
KNOWLEDGE	
Demonstrable knowledge required to recognise and evaluate risk to disabled children and disabled young adults and assess measures to reduce that risk.	Application / Interview
Demonstrable knowledge of legislation and statutory guidance relevant to working in children's and young adult services and more specifically in relation to disabled children and young people	Application / Interview
Demonstrable knowledge of key points of transition in relation to disabled children and young adults.	Interview
Demonstrable knowledge of national policy in relation to young adult work and adult safeguarding developments in relation to the Care Act 2014.	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
Knowledge of disability and the impact that this can have on children, young adults and their families.	Interview
SKILLS	Assessment Method
Demonstrable ability to build sound, productive working relationships with colleagues, partners and employees.	Interview
Uses advanced theoretical / practical / procedural / organisational / policy knowledge across a specialist area and has detailed knowledge of organisational policies, practices or procedures	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 work within a court setting and other professional settings.	Interview
Ability to write high quality written reports which are suitable for a variety of professional settings.	Interview
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 manage time and workload effectively	Interview
Understands and is committed to equality and diversity and treats everyone fairly and with respect	Interview
Ability to maintain accurate and up to date case records.	Interview
Ability to demonstrate a commitment to individual and reflective supervision.	Interview
Ability to maintain confidentiality at all times	Interview
OTHER REQUIREMENTS	
Car driver and use of a car for business purposes	Application
Commitment to continuous professional development and the acquisition of advanced and specialist skills and knowledge	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

See Below:



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

The post holder will be line managed by the Group Manager

(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

No direct line 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.

(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

None; however the post holder must have the ability to understand cost implications of resource allocation, financial packages and make recommendations to managers about efficient and cost effective use of resources.

WORKING ENVIRONMENT

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

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