

MEDWAY COUNCIL - JOB PROFILE

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| JOB TITLE | Practice Development Lead |
| DIRECTORATE | Children and Adults |
| SERVICE | Safeguarding and QA Service |
| RESPONSIBLE TO | Principal Social Worker/Practice Development Service Manager |
| GRADE | Range SW4 |
| JOB FAMILY | PSW800 |

MAIN PURPOSE OF JOB

- To support the delivery of high-quality children's practice across all of Children's Services and the wider partnership via learning and development delivery, 1:1 staff support, team/service support, policy development, quality assurance activity, and other means to support good practice with children, young people, and families.
- To be an active change agent in driving improvements in the standards of practice, linking with the outcomes and impact of the quality assurance programme across the children's workforce in Medway.
- To actively engage the voice of practitioners, children, and families.
- To be a source of expert advice on all aspects of practice for children and families.
- To provide high expectations, high support, and high challenge to practitioners and managers to ensure practice remains focused on the child.
- To lead on a specialist area and be an expert practitioner with recognised impact, status, and influence/authority.
- To adhere to and uphold professional standards set out by Medway Council, Professional Capability Framework, and Social Work England.

ACCOUNTABILITIES

- Support the practice and ethos of the Signs of Safety Practice model in all aspects of practice
- To support quality assurance activity and practice improvement via the Learning and Accountability framework, thematic audits, dip samples, and learning and development activities

- Support the learning of others enabling them to develop their knowledge, skills, values, and practice by delivering regular workshops, team/service support sessions, and 1:1 sessions on identified areas to drive and champion best practice.
- Drive improvements with managers in the quality of supervision addressing professional development and developing a strong learning culture which will provide high quality practice and good outcomes for children and families.
- Maintain a link with an identified service, supporting managers and practitioners in practice improvement, including learning from good practice
- Maintain and disseminate an excellent understanding of current research, evidence-based practice, policy, guidance, legislation, and case law relating to children and families.
- To be an advocate for children, young people, and families and ensure their voice is heard throughout case files.
- Support the development and career progression of students, practitioners, and managers to support Medway's recruitment and retention of high quality, skilled staff

Organisational Context and Development

- To keep under review and develop the structures, procedures, and working methods to ensure an integrated, effective, and efficient approach to the delivery of services
- To ensure that working practices and processes enable an integrated, effective, and efficient approach to service delivery
- To actively contribute to the development of a learning culture within Medway Children's Services that enables us to learn from what works and to create a non-blaming learning space for the times when things don't go as well as they should have.

KEY CORPORATE ACCOUNTABILITIES

- To work with colleagues to contribute to 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 work life balance and flexible working to achieve high quality service delivery.
- 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 Section 17 of the duty of Crime and Disorder Act 1998 to prevent crime and disorder.
- At the discretion of the Head of Service or Service Manager such other activities as may from time to time may 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 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'

#Make it Medway

Official (unmarked)

PERSON SPECIFICATION

| QUALIFICATIONS | Assessment Method |
|---|------------------------|
| Degree or Diploma in Social Worker | Application |
| Evidence of continuous professional development | Application |
| Registered with Social Work England | Application |
| EXPERIENCE | |
| Significant breadth of social work experience working in complex and/or specialist areas | Application/ Interview |
| Demonstrable experience of developing staff/students through professional supervision, line management, and learning activities | Interview |
| Demonstrable experience of coaching and/or mentoring social workers/practitioners | Interview |
| Advanced experience of applying in practice, the principles of childcare legislation relating to child protection, looked after children, and the provision of services to children in need | Application/ Interview |
| Experience of applying critical reflection and analysis to complex/ high risk cases including supporting others to develop these skills | Application/ Interview |
| Experience in undertaking child protection investigations, assessments of needs, assessment and appropriate management of risk, and ensuring the delivery of agreed programmes of care | Application/ Interview |
| A successful track record of working with a range of internal and external bodies, working across organisational boundaries | Application/ Interview |
| Experience in developing and facilitating learning activities (workshops) | Application/ Interview |
| Experience in undertaking quality assurance work and supporting practice improvement | Application/ interview |
| KNOWLEDGE | Assessment Method |

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| Use advanced theoretical, practical, procedural, organisational, and policy knowledge across a specialist area and have detailed knowledge of organisational policies, practices, or procedures. | Interview |
| Up to date detailed knowledge of current relevant legislation e.g., the Children Act 1989 and 2004 including awareness of current national policy drivers, legislation, and guidance affecting children's social care | Application/ Interview |
| Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models, and research findings | Application/ Interview |
| Demonstrable knowledge of council priorities and service objectives, and how this post contributes to their achievement | Application |
| SKILLS | |
| Ability to analyse and interpret varied and highly complex information and develop 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 |
| Ability to carry out work which has a high impact on the wellbeing of staff and best practice with children, young people, and families. Contribute to the development of policies and procedures which impact on service delivery and staff care/welfare. | Interview |
| Takes high direct responsibility for the co-ordination or training/development of other employees | Interview |
| Evidence of multi-agency working | Application |
| Excellent interpersonal and team working skills and a proven ability to form partnerships, motivate and enthuse individuals and drive practice improvement | Application/ Interview |
| Well-developed influencing and negotiating skills | Application/ Interview |

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| Ability to be adaptable, resilient, and flexible in changing circumstances with the ability to work under pressure and deal with uncertain or unexpected outcomes. | Application/ Interview |
| Ability to provide guidance and challenge to others, influence, develop, and challenge the motivation and behaviour of people to achieve | Interview |
| Demonstrable experience of team management (Desirable) | Application/ Interview |
| Ability to write high quality written reports which are suitable for a variety of professional settings. | Application/ Interview |
| Ability to work effectively as part of a team to achieve team and service plan objectives and targets. | Application/ Interview |
| Understand and be committed to equality, diversity, and inclusion and treat everyone fairly and with respect | Interview |
| PERSONAL QUALITIES | |
| Flexible in working patterns to fulfil commitments that may be outside the working day. | Application/ Interview |
| Display a commitment to the protection and safeguarding of children and young people; model and help others to maintain professional boundaries | Application/ Interview |
| OTHER REQUIREMENTS | |
| Registered with Social Work England (SWE) and ongoing commitment to SWE Code of Conduct | Application |
| Commitment to continuous professional development and the acquisition of advanced and specialist skills and knowledge | Application |
| Ability to always maintain confidentiality | Interview |
| Full driving licence | Application |
| Enhanced DBS check | |

ORGANISATION

(i) ORGANISATION CHART

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

The post holder will be line managed by the Principal Social Worker and/or Practice Development Service 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.

Post holder is responsible for the upkeep, accuracy, and security of data

(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES

The job involves considerable direct responsibility for the direction, co-ordination or training/development of other employees.

(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 stakeholders both internal and external to the organisation.

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.

WORKING STYLE

The workstyle for this role has been assessed as 'Hybrid'. This means the post holder will have a flexible workstyle and be able to work from a variety of locations. There is an expectation that the post holder will be office based for a minimum of 2 days each week.