

Job Description

Job title	Senior Practitioner
Directorate	PEOPLE : Children and Adults
Division	Children's Social Work Team
Range	SW3
Reports to	Team Manager

Main purpose of the job:

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.

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.

Liaise with stakeholders in a way that promotes the [vision and values](#) of the Council.

Liaise with stakeholders in a way that promotes the [vision and values](#) of the service.

Accountabilities and outcomes:

Manage a complex caseload 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 be a Signs of Safety Champion and consistently use the Signs of Safety practice model in assessments and interventions with looked after 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.

To deputise for the Team Manager when necessary and as appropriate.

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.

Key Corporate Accountabilities:

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

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

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.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

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'.

Organisation:

This role reports to the Team Manager.

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis. There is an expectation that the post holder will be office based for a minimum of 2 days each week.

Person specification

Qualifications

- Qualified Social Worker with post qualifying training.
 - Working towards Practice Educator (Stage 1 and 2), and/or management qualification, i.e ILM Level 3
 - Demonstrable post qualification experience of working with children and their families (minimum of 3-4 years)
 - Registration with Social Work England
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Knowledge

- Ability to use advanced theoretical/practical/procedural/ organisational /policy knowledge across a specialist area
 - Knowledge and experience of working with vulnerable children in a statutory setting.
 - 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
 - Demonstrable knowledge required to recognise and evaluate risk to children and young people
 - Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings
 - Ability to demonstrate awareness of legislation relating to General Data Protection Regulations and Freedom of Information
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Experience

- Proven experience in the application of 'Signs of Safety'
 - Demonstrable experience in relationship and strengths-based practice, working collaboratively with children, young people and their families
 - Demonstrable experience of undertaking direct work with children and young people and being able to evidence understanding of the child's lived experience.
 - Proven experience in child protection and court work.
 - 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
 - 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.
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Skills

- Proficient in the use of Microsoft Word, Excel and Outlook as well as an electronic integrated children's system (eg: MOSAIC or similar).
- Full driving valid for use in the UK and access to own transport for work purposes

- Demonstrable ability to build sound, productive working relationships with colleagues, partners and employees.
- 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.
- Engages effectively with children and families and has experience of using different tools and methodologies to communicate with children and young people.
- Ability to maintain accurate and up to date case records.
- Ability to write high quality written reports which are suitable for a variety of professional settings.
- Ability to analyse and interpret varied and highly complex information, developing strategies and solutions for long term plans.
- 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.
- Ability to practice effectively and competently with an increasing level of autonomy and independence.
- 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.
- Proven ability to determine which interventions, knowledge and skills to deploy to effectively respond to different issues.
- 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.
- Ability to work under pressure and manage time and workload effectively.
- Ability to work within a court setting and other professional settings.
- Understands and is committed to equality and diversity and treats everyone fairly and with respect.
- Ability to demonstrate a commitment to individual and reflective supervision.
- Ability to maintain confidentiality at all times.

Other Requirements

- Commitment to continuous professional development.
- Ability to demonstrate a commitment to individual and reflective supervision.
- An understanding of Social Work England's professional standards and a commitment to upholding them in your practice.
- Enhanced DBS check.