

MEDWAY COUNCIL - JOB PROFILE

JOB TITLE	Senior Practitioner
DIRECTORATE	Children and Adults
SERVICE	Children in Care – 16 plus Care Leavers Service
RESPONSIBLE TO	Team Manager
GRADE	SW3
JOB FAMILY	PSW0251

MAIN PURPOSE OF JOB

Hold a caseload of no more than 8 children in care aged 16-17, or care-leavers aged 18+, supporting them to achieve their full potential through their journey in care and on to independence. 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 to ensure that all looked after children and care experienced young people receive a service that reflects the Council's commitment to achieving positive outcomes for our looked after children.

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. Support the Service in providing effective service delivery and promote excellent performance.

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

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 and carers.

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

Participate in and promote effective partnership working and engagement and to work collaboratively with a range of organisations, statutory and voluntary, in delivering

#Make it Medway

services to children and young people. Support the transition of young people from care to independence as they move from the Child in Care teams to the 16+ Care Leavers teams.

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

Lead on an area of practice (i.e. contextual safeguarding, Education Training and Employment, Emotional Wellbeing, Court Work 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 children and their families.

Prepare clear, structured and concise reports for meetings, i.e. Looked After Children Reviews, Permanency Planning Meetings, Legal Planning Meetings and Care 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. Provide Group Supervision sessions to Social Workers and Personal Advisors.

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 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.

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.

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

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.

#Make it Medway

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'.

PERSON SPECIFICATION

QUALIFICATIONS	Assessment Method
Qualified Social Worker with post qualifying training.	Application
Achieved or Working towards Practice Educator Professional Standards, and/or management qualification and/or postgraduate study (or commitment to complete) (<i>Desirable</i>)	Application

Demonstrable post qualification experience of working with children and their families (minimum of 3 years)	Application
Registration with Social Work England	Application
EXPERIENCE	
Proven experience in the application of 'Signs of Safety'. (Desirable)	Application
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
Demonstrable experience in child protection, children in care and court work.	Application / Interview
Demonstrable experience and understanding of permanence planning, with evidence of experience working with cases from proceedings through to adoption and other forms of permanence.	Application / Interview
Demonstrable experience in relationship and strengths-based practice, working collaboratively with children, young people and their families.	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
Proven experience in providing expert case supervision to less experienced staff on aspects of casework and where appropriate act as a Practice Assessor for students on placement.	Application / Interview
KNOWLEDGE	Assessment Method
Demonstrable knowledge required to recognise and evaluate risk to children and young people	Application / Interview
Demonstrable knowledge of legislation and statutory guidance 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 understanding and experience of Key Performance Indicators and ability to encourage and enhance practice. (<i>Desirable</i>)	Application / Interview
Ability to demonstrate awareness of legislation relating to General Data Protection Regulations and Freedom of Information	Application
SKILLS	
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) (<i>Desirable</i>)	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

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

The post holder will be line managed by the Team Manager

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

The post holder will work independently within clear guidelines and regularly use initiative to make decisions, referring to the Team Manager for advice on policy/resource issues. The post holder will be able to use their initiative to broaden their repertoire of responses.

(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES

The post holder will be required to provide case supervision to case-holding Personal Advisors 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.

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.

This post is exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be subject to an Enhanced Disclosure application to the Disclosure and Barring service (DBS)

#Make it Medway