**City of Wolverhampton Council**

**Job Description**

**Post Designation:** Advanced Practitioner – Children’s

**Directorate:** Families

**Division:** Strategy and Partnerships

**Grade:** 8

**Responsible To:** Deputy Principal Social Worker

**Location:** CIN/CP Servicesand Children and Young People in Care

**Workstyle:** Flexible

This post is subject to a satisfactory Disclosure and Barring Service (DBS) check.

**Job Purpose:**

To contribute to the improvement and development of social work in Children, Young People and Families by:

* Increasing the breadth and depth of knowledge and understanding of the range of social work practice across the core services.
* Modelling good practice through support and guidance to colleagues using a range of methodologies to support development as appropriate.

This will include, but is not limited to, developing best practice in relation to assessment, planning and review processes, including analysis and decision making, risk assessment, direct work with children including life story, wishes and feelings work and recording.

**Role:**

1. To be a recognised expert, providing leadership and development on agreed practice issues to colleagues within the service area
2. To ensure that Safeguarding and Early intervention practice meets the needs of children/young people and their families.
3. To work in partnership with Service / Team Managers, Senior Social Workers, the Principal Social Worker, Heads of Service and other relevant professionals to ensure the effective development of staff and teams in delivering quality services.
4. To mentor and contribute to the professional development of Social Workers across the service including:
* Mentoring of and providing support to those on the ASYE and CPD Programmes.
* Enhancing and developing competencies and modelling excellent social work practice
* Disseminating research and best practice findings to improve the performance of the team and social work practice
* Contributing to the achievement of key performance indicators across the service
* Leading reflective practice sessions and training / workshops with teams / across service areas

**Key Duties and Responsibilities:**

1. To provide mentoring, practice support and reflective practice opportunities to social workers including those on the ASYE and CPD programmes as required by the relevant manager.
2. To act as a consultant on evidence informed child care practice, and to keep colleagues informed of changes in legislation, research and policy.
3. To remain close to practice through the oversight of students, co-working and / or holding cases, which could include situations which are complex
4. To actively participate and assist in the development of the Operating Model, with a specific focus on driving improvements within social work practice
5. Support co work with less experienced staff, and any others who require this support, to develop their skills, such as in assessing and planning for children’s needs
6. To keep up to date with legislation and practice developments and contribute to policy and practice development.
7. To assist managers in disseminating information to the team about all new and relevant changes in policy and procedures, learning such as from Child Safeguarding Practice reviews (CSPRs), and best practice that are relevant to their specialist and practitioner role (i.e., safeguarding, care proceedings, or adoption and permanency planning).
8. To lead in supporting the development and delivery of relevant quality assurance activity and systems to measure quality of practice and impact of actions taken, to ensure that assessments, care plans, and records are evidenced based and in line with policy and procedures
9. To assist with developing, monitoring and reviewing systems within the team and be responsible for own workplan
10. To support the delivery of the Aiming for Excellence Plan (or equivalent local practice improvement plan), leading on areas requiring further development across the service and within teams, using knowledge and expertise to support consistent and excellent social work practice
11. Create and deliver workshops / training / reflective sessions to support continuous professional development and quality social work practice
12. To be able to work flexibly to support and meet the needs of teams across the wider Families Directorate where required
13. Be able to respond in a timely and flexible way including carrying out social work related tasks / taking on casework, as required by senior managers, when there are service and / or demand pressures
14. To act in accordance with the Council's Constitution and other Codes of Conduct.
15. To participate in staff development, appraisal and training as appropriate, including continuous professional development.
16. To comply with the Council's agreed policies and procedures including but not limited to Health and Safety, and Equal Opportunities Policies, General Data Protection Regulations, Freedom of Information Act, Financial Management Regulations and other relevant Council and Government Regulations, Directives and City-wide priorities.
17. To undertake any other tasks, duties and responsibilities as required and appropriate to the grade and role of the post subject to any reasonable adjustments under the Disability Discrimination Act 1995 as incorporated into the Equality Act 2010.
18. To participate in the wider development of the service and contribute to service improvement as required.
19. Effectively manage and review allocated contracts to ensure the required level of performance and best value is achieved in line with the Council’s key strategies; as appropriate and training provided.
20. Work with key stakeholders when required to effectively manage contracts to achieve the best outcome for the delivery of the Council’s objectives; as appropriate and training provided.
21. City of Wolverhampton Council is committed to Corporate Parenting.

“Corporate Parenting is the collective responsibility of the Council to provide the best possible care and protection for children who are looked after.”

Effective date:

Signature of postholder:

**City of Wolverhampton Council**

**Person Specification**

**Job Title:** **Advanced Practitioner Children’s**

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| **Criteria** | **Essential** | **Desirable** |
|  | ***These are the necessary requirements to carry out the job successfully.*** | ***These are the additional requirements which are relevant, but not essential, to the work involved in the job.*** |
| **Experience** | Experience of complex social work with children and familiesExperience of specific area of work, depending on team / service areaSignificant post qualification experience in a social work settingExperience of mentoring/supporting and supervising students or newly qualified social workers | Experience of a number of different social work roles and tasks in children’s services social work settings |
| **Skills** | Ability to summarise, analyse and evaluate complex information Ability to formulate and implement effective social work plans and interventionsAbility to provide reflective practice to groups of social workers that enables a learning culture and promotes CPDAbility to lead and support social workers across the serviceAbility to work in an integrated approachAbility to develop and deliver training materials  | A record of effective integrated work with colleagues, other statutory agencies and the voluntary sector. |
| **Knowledge** | Knowledge and understanding of child development, parenting capacity and environmental factors, in order to assess risk and protective factorsKnowledge of childcare legislation, social work statutory guidance and Safeguarding Policies and proceduresKnowledge and understanding of a range of systemic and evidence based interventionsKnowledge of roles and responsibilities of key children’s agenciesKnowledge and awareness of issues relating to communities from Black, Asian and Ethnic Minority backgrounds and Equal Opportunities | Contribute to the development of knowledge and promotion of excellence in evidence informed practice, critical reasoning and both model and facilitate reflective and evidence-informed practice. |
| **Qualifications and/or****Training** | Social Work England (formally HCPC) recognised social work qualification. (Degree in Social Work, CQSW/DiPSW, Post graduate diploma in Social Work)Social Work England (SWE) registeredTo hold or be currently working towards, Practice Educator Award stage 1 awardEvidence of continued professional development in line with the Professional Capabilities FrameworkA positive enhanced DBS disclosure | Advanced training in relevant aspects or practice with children, familiesFormal training in staff supervision and management in social work settingPractice Educator 2 award |
| **Personal Qualities** | Ability to thrive in a complex environment and demonstrate resilienceAbility to work flexibly to meet the service and individual’s needsExperience of consulting children and families in respect of care plans, service plans and other matters Positive attitude to joint working with different agencies and partner organisationsAbility to problem solve with colleaguesAbility to manage personal stress and support colleagues to achieve positive outcomes in high risk situations without undue caution or recklessnessAbility to work effectively with families and individuals Ability to model Professionalism and promote confident and critical application of professional values Ability to enthuse and motivate colleagues | A skill in interpreting the law and when to seek advice of others. Ability to identify priorities, complexity, urgency and degree of advice, support and guidance for workers. Well-developed verbal and reasoning skills |
| **Commitment** | Committed to a culture of change within organisationsCommitted to the principles of the New Operating Model across Children, Young People and Families in WolverhamptonCommitment to the achievement of positive outcomes in work with children and their families/carersEvidence of commitment to valuing diversity and promoting anti-discriminatory, anti-racist and anti-oppressive practice. |  |