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| Children’s practice lead**SALARY GRADE: HBC10** | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – keeping great service delivery at the heart of everything we do
* Personal Growth – learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring Leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Flexible / hybrid working arrangements available
* Car leasing schemes
* Essential Monthly Car User Allowance\*

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| As a Children’s Practice Lead, you will assist in the effective delivery of Social Services, withing your defined area of service. The Practice Lead will be responsible for supervising, supporting and advising a team of Social Workers, whilst contributing to the management, delivery and operation of a variety of measurable, high quality, and cost effective services, to meet individual needs. More specific responsibilities include:* Managing the prioritization and allocation of work within the team of Social Workers, identifying resource shortages and contributing to the planning and development of targeted services, delivered within policy and legal obligations.
* Reporting to the Principal Manager, taking accountability for all elements of individual cases within the team’s workload, in accordance with policy and procedures including staff wellbeing, care and development.
* Responsibility for ensuring the direction and motivation of staff by the provision of support and supervision on a regular and frequent basis, in line with supervision policy and management policy and procedures.
* Ensuring documentation, record keeping, accounting and communication is maintained across the team and effective partnership working across the statutory, voluntary and independent sectors is established and maintained.
* Ensuring the Health and Safety of all staff and individuals, in accordance with the Health and Safety at Work Act.
* Working alongside the Principal Manager in planning, monitoring and reviewing team performance and expenditure against, performance targets and set budgets; monitoring and supporting the teams contribution towards targets, and authorising funding within the agreed financial delegation.
* Ensuring the development and regular use of quality assurance processes in the scrutiny of front line practice.
* Assisting the Principal Manager with recruitment, induction and training of staff and deputising on behalf of the Principal Manager where required.
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| About You |
| Successful candidates must hold a Social Work England registration, a DipSW/CQSW or equivalent, including evidence of progression within a child or family service. In addition you will have:* Experience of Child Protection enquiries, Care Planning, and Statutory Reviews with knowledge and understanding of Child Development and Child Protection, child care law, guidance and procedures relating to Child Protection and Children Looked After, and knowledge of Leaving Care legislation.
* Prior involvement in the supervision of staff or student resource, with understanding of supervisory requirements and the ability to effectively manage change, lead, motivate and work alongside team members.
* Knowledge of the wider social services provision including Non-Local Authority provision, understanding of the framework for assessments of children in need, and their families and assessment processes, and changes in adoption legislation/practice guidance.
* An ability to assess risk; creating, implementing and reviewing plans to assess risk.
* Knowledge and skills in multi-disciplinary, and multi-agency working, involving organising and preparing multi-agency meetings and ensuring the effective use of various information systems.
* Excellent written and verbal communication skills particularly with children, young people, and their families.

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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