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| **Practice Improvement and Quality Assurance Officer** | 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 * Access to a wide range of discount schemes (TBC) * 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 | |
| The role will support the development of the quality of the service's audit activity as a key driver to improving outcomes for children, young people and their families. The post holder will undertake qualitative audits of practice within Early Help and Children’s Social Care and will lead and participate in key aspects of quality assurance activity providing independent and accountable evaluation of practice and outcomes against legal frameworks, practice standards and good practice.  More specific responsibilities include:   * Undertake qualitative audits of practice and quality assurance activity to identify and highlight good practice, scrutinise and challenge practitioners and managers on quality of practice, identifying and escalating concerns. Embed learning and strengthen the management oversight across EH and CSC. * Undertake regular moderation of audits completed by the service to ensure quality and consistency providing feedback to the auditor and the service. * Undertake post-audit discussions with practitioners and managers to review and reflect, identifying areas of good practice and areas for improvement and professional development. * Analyse audit findings, producing insightful reports to support managers and practitioners in understanding the quality of practice across EH and CSC. * Develop action plans following individual audits and provide critical input or lead in formulation of plans to support teams or service areas to address audit and quality assurance findings. * Contribute to multi-agency audit and themed audit programmes, presenting findings, challenging where appropriate and engaging in the development of multi-agency responses to key thematic findings. * Speak to children, young people and their parents/carers regarding their experience of Halton Children’s Services to inform audit and quality assurance. * Produce and deliver presentations and summaries of findings to support individuals, teams, and services in continuous improvement. * Undertake observations of practice to inform quality assurance and auditing activity providing a written summary report. * Deliver training and guidance to managers. * Liaise with designated managers and comply with service requirements regarding supervision, undertaking continuous professional development and attendance at formal training. * Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job. | |
| About You | |
| You will be a qualified social worker, with a valid SWE registration.  In addition you will have:   * Experience in the delivery of direct support to children, young people and families with an understanding of child development including ages and stage related development from 0 to 19 and the impact of adverse childhood experiences. * Experience of Ofsted grading and evaluation criteria as well as a clear view about what “Good” looks like. * Experience of quality assurance and undertaking audits, as well as identifying good practice and challenging the practice of practitioners and managers. * Knowledge of key legislation and policy frameworks surrounding early help and children's services and their application. * A strengths based, systemic approach with the ability to critique practice and records, recognizing and celebrating good practice and challenging poor practice. * Commitment to teamwork and be a good team player.   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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