

Job Description

Job Title	Advanced Social Work Practitioner
Grade	PO10
Reporting To	Team Manager
JD Ref	PC0015P

Purpose

Working within the standards of conduct, performance and ethics as described by the Health and Care Professional Council (HCPC), ensuring compliance with legal, organisational and multi-agency requirements, take a lead role in ensuring that all operational social work practice involving safeguarding, child protection and high-level risk is of the highest possible standard and in accordance with relevant legislation and agreed policy, procedures and guidance.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.

Team Leadership and Management:

- Provide strong leadership, strengthening engagement, growth, culture, innovation, collaboration and performance.
- Assign responsibilities, setting clear expectations, and deliverables to team members and empower them to excel in their roles.
- Through continuous improvement strengthen the tools, practices and impact of the service.
- Provide practice or professional leadership, through the development of research-informed practice, quality assurance, staff development, knowledge development or management.
- Guide and support a range of internal and external professionals on cases where there are particularly high levels of complexity or risk.
- Chair meetings that carry high levels of complexity or risk.
- Support interventions that may require complex court work (court of protection).
- Lead on specific projects including service developments and manage a caseload as and when required.

Communication, Engagement and Training:

- Influence and contribute to strategic development in the organisation.

- Take a constructive approach towards innovation and changes in methods of working to provide the best outcomes for children and families.

Data Analysis and Decision-Making:

- Authorise and quality assure reports, assessments and court documentation to ensure appropriate evaluation of risk and present evidence based statements to Court.

Compliance:

- Ensure that effective risk management, decision making and preventative work is undertaken to ensure that children are safeguarded effectively.
- Ensure through the provision of services that children are safe and achieving good outcomes.
- Ensure complex cases that involve external partners and their respective legal, statutory and regulatory functions are referred to the Safeguarding Unit for wider consideration.
- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Ensure that all service initiatives adhere to relevant legislation, policies and practices.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Social Work qualification e.g. Degree in Social Work; DipSW or equivalent
- Registered with the SWE and able to evidence this.
- Evidence of continuing professional development in line with PCF.

Desirable

- Recognised management qualification.

Knowledge & Skills

- Knowledge of UK legislation relevant to Children and Families.
- Understanding of confidentiality and data protection requirements.
- Model and demonstrate excellent communication skills.
- Demonstrate appropriate IT skills e.g. use of Microsoft Office etc.
- Awareness of current practice issues and challenges facing Children's Social Care.
- Commitment to Equality and Diversity.
- An understanding of and an ability to deliver excellent customer service and to work in partnership with individuals, families, carers/carers groups, colleagues in the council and partner agencies irrespective of their circumstances or background.
- Sound assessment and interviewing skills.
- Ability to work effectively in partnership across partner agencies.
- Ability to plan, prioritise and organise own workload and time.
- Ability to converse with members of the public and provide advice in accurate spoken English.



Experience

- Experience of working with children, young people and families.
- Supporting and mentoring staff.
- Experience of assessment and care planning.
- Post-qualification experience of working with children in a statutory setting.
- Experience of undertaking safeguarding investigations, assessing and managing risk and planning appropriate interventions.
- Experience of working in a Local Authority setting.

Desirable

- Experience of chairing meetings.

Additional Information

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

NOTE:

The job role holder may be required to undertake other reasonable duties commensurate with the job role descriptor grade as directed by the Head of Service.

This job role descriptor will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a definitive statement of procedures and tasks, but sets out the main expectations of the Service in relation to the post holder's responsibilities and duties. Elements of this job role descriptor and changes to it may be amended in light of organisational and service requirements.

Approved By: SIMONE WHITE. DIRECTOR, CHILDREN'S SERVICES

Date Of Approval: 28TH NOVEMBER 2017

