

Department:	Children & Families Service
Job Title:	Senior Social Work Practitioner
Grade:	12
Post Number:	
Service/Section:	Children and Families Service
Base/Location:	County Wide/Various locations
Responsible To:	Team Manager
Responsible For:	
Key Relationships/ Liaison with:	CFS and Multi-agency colleagues.

Job Purpose
<p>The Senior Practitioner is an experienced social worker playing a key role within teams to support high quality service delivery. They will use their expertise and advanced skills to support the development and delivery of consistently high quality services to children and families in line with the policies and procedures of the Department and within regulatory and statutory guidelines. They will hold a caseload of mainly complex work and assist the team manager in providing guidance and support to less experienced colleagues having opportunities to directly influence and promote the training and development of social workers and social work students in the department.</p>

Main Duties and Responsibilities	
1.	To deliver a wide range of statutory social work activities and professional social work tasks at an advanced level as an allocated case holder. This will reflect evidence based practice, local procedures, practice standards and specific reference to a Signs of Safety approach.
2.	To model good social work practice and encourage continuing professional development of colleagues via coaching, joint working and contributing to the development and delivery of training.
3	To function as a practice educator, supervising and assessing student Social Workers
4.	To be prepared for and participate in reflective supervision and personal development reviews compliant with C&FS Supervision policy and procedures.
5.	To lead and support attendance and information sharing in a range of formal meetings including Child Protection, PLO and Court as agreed with the

	team manager
6.	To use professional expertise to provide advice and support to a range of colleagues within C&FS and partner agencies to enhance positive outcomes for children and young people using a multi-agency approach.
7.	To undertake informal and formal supervision of none qualified social care staff when appropriate and as directed by the line manager
8.	To maintain up to date knowledge and practice skills as part of a commitment to their continuing professional development and using this to encourage and strengthen high quality social work practice within teams
9.	To take a leading role in duty arrangements to assist the prioritisation and identification of services for children appropriate to the team function and responsibilities.
10.	To assist the team manager in using performance information as part of a commitment to continuous service improvement
11.	In the Team Manager's absence, to act as a liaison point between team members and the covering manager within agreed departmental accountability framework.
12.	To undertake such other duties as are within the scope of the job purpose, the title of the job and its grading.

Special Factors

- To carry out the duties and responsibilities of the post in accordance with the Department's agreed Records Management, Retention and Data Quality Guidance.
- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006. Therefore a **DBS enhanced check for a regulated activity (includes a barred list check) is an essential requirement.**

This job description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job.

Leicestershire County Council is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

Date Prepared/Revised: 17/05/2018

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	Essential	Desirable	How assessed
<u>Qualifications</u>			
Appropriate social work professional qualification such as MA, DipSW CQSW or equivalent	✓		Doc/Int
Evidence of continuing professional development	✓		Doc/Int
Practice educator award or commitment to complete training within 12 months of appointment.	✓		Doc/Int
Training in the use of a risk assessment tools and models of practice e.g. Signs of Safety, Merton Risk Assessment		✓	Doc/Int
<u>Experience</u>			
Extensive and recent post-qualification experience of working with children and families in a statutory setting including Safeguarding, Court and Pre-proceeding work.	✓		App/Int
Recent experience of supporting the development of staff/colleagues or social work students including practice supervisor and or practice educator role and joint working.		✓	App/Int
Proven experience of coordinating multi-agency work to support children using formal outcome focused plans	✓		App/Int

Experience of applying evidence based approach to practice such as Signs of Safety approach.	✓		App/Int
Experience of leading child protection enquires and managing risk	✓		App/Int
<u>Knowledge</u>			
In depth knowledge and ability to apply relevant policies appropriate legislation government guidance and best practice in all aspects of social work including LSCB procedures	✓		App/Int/ Test
Extensive knowledge of a range of relevant theories, research, serious case review findings and models of social work interventions and how these can be integrated into service delivery to enhance outcomes for children.	✓		App/Int/ Test
Advanced knowledge of the statutory duties of the Local Authority including child protection and looked after children processes including care proceedings	✓		App/Int/ Test
Significant knowledge of the factors and influences which can impact on children achieving positive outcomes including child development, attachment and neglect, and parental factors such as substance misuse domestic abuse and mental health	✓		App/Int/ Test
Awareness of the cultural, racial, linguistic and religious background of children, young people and families and how to build effective responses into service delivery.	✓		App/Int/ Test
<u>Skills and Competencies</u>			
Proven ability to engage and sustain effective working relationships with service users and where applicable ability to promote their engagement in decision making and planning	✓		App/Int

<p>Advanced skills in communication both written and verbal with children, young people, parents/carers, colleagues and other professionals and the ability to present information in formal settings such as child protection conference, PLO meetings and court.</p>	✓		App/Int
<p>Ability to undertake complex and evidenced based assessment in line with practice standards which are timely and child focused</p>	✓		App/Int
<p>Ability to identify and manage risk , develop safety plans and make recommendations which achieve positive outcomes for children</p>	✓		App/Int
<p>The ability to prioritise and work flexibly using initiative to manage competing demands and, meet deadlines and work effectively as part of a team.</p>	✓		App/Int
<p>The ability to use information technology applications e.g. Microsoft Outlook, Word and database applications as relevant to the department.</p>	✓		App/Int
<p>To ability to work within a team setting – providing advice, consultation, coaching and support which contributes to a culture of continuous improvement.</p>	✓		App/Int
<p>Demonstrate a sound understanding of how the role contributes to effective use of council resources and the achievement of successful outcomes for the children young people and families of Leicestershire.</p>	✓		App/Int
<p><u>Other requirements</u></p> <p>An understanding of, and commitment to Equal Opportunities, and the ability to apply this to all situations.</p> <p>Ability to travel to service points within Leicestershire County Council in a cost efficient way</p>	✓		App/Int

Have up to date evidence of registration with the Health and Care Professions Council	✓		App/Doc
Must have a satisfactory enhance DBS	✓		App/Doc
Able to work flexibly within service requirements including outside normal office hours e.g. evenings on occasion if required.	✓		App App
Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010	✓		Med

Key: App = Application Form Test = Test Int = Interview	Pre = Presentation Med = Medical Questionnaire Dc = Documentary Evidence (E.g., Certificates)
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Date Prepared/Revised: 17/03/2017
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