

JOB DESCRIPTION

TITLE: Senior Practitioner

POST NO:

DEPARTMENT: Children with Disabilities (CWD)

DIVISION: Children's Services

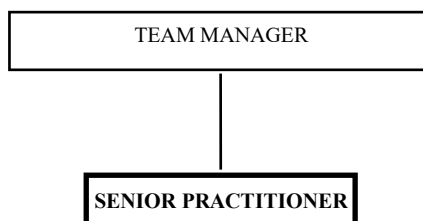
RESPONSIBLE TO: Team Manager & Deputy Team Manager

GRADE: M2 (spinal point 32-35)

PURPOSE OF POST:

To work closely with children, young people and their families, other staff within the service and partner agencies to provide support and protection for children and young people with complex needs and risks. Assessing their needs to plan and implement suitable multi-agency interventions and service provisions, including completing assessments, statutory visits and parenting assessments. Post will mentor and coach the less experience posts, undertake joint working with both internal and external partners. Support the development of clear practices and procedures to underpin the social work practice to incorporate the Social Work Professional standards and assist the Managers in ensuring that key performance indicators are met.

ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES:

%

1. To be responsible for a complex caseload including those children at risk and subject to care proceedings and child protection plans to make a positive difference for children, young people and families in the town, by driving up the quality of practice and partnerships across the town and its services, whilst ensuring legislative requirements are met. 25%

2. Act in a consultative and mentoring role to less experienced social workers to ensure reflective practice in all single or multi agency assessments, including the development of outcome focused plans. This will include supporting less experienced staff with court proceedings and chairing core group and multi-agency meetings. 20%
3. Support Team Managers to promote excellence within the team, i.e. providing peer supervision, mentoring and deputising in the absence of Managers. 10%
4. Attend training and develop specialism and champion good practice in these areas. 10%
5. To gather information, to complete clear, accurate and holistic professional assessments of need and risk in respect of children and families 10%
Critically analyse all relevant information and take the lead role to co-ordinate the multi-agency approach to promote and safeguard the wellbeing and interests of child/young people
6. Undertake statutory duties under The Children Act 1989 and other legislation and guidance relating to children and families e.g. care proceedings, arrangements for adoption/permanency, risk assessments and investigations in relation to the protection of children. Including arrangements for obtaining and carrying out Court Orders, attending court as the Council's representative and providing instruction to our legal counsel. 10%
7. Creating effective SMART plans referring to the Practice Framework, implement, monitor and review using the appropriate available resources ensuring needs are met through negotiation and consultation with professional colleagues and service users. Promote anti-discriminatory practice and the empowerment of children and families. 10%
8. Liase and work with other professionals and agencies to achieve optimal outcomes for children and young people. Build positive relationships with children and their families through promoting participation and undertaking direct work to ensure that their voices, wishes and feelings are heard. 5%
9. Update and maintain high quality case files in the council's management information system, Liquid Logic, ensuring that all key information about the child's circumstances and plans are recorded within timescales and comply with General Data Protection Regulations. 5%
10. Provide witness statements for Court when required, accountable to the requirements of both internal/external agencies in line with Luton Borough Council Policies and Procedures. 5%
11. To take personal responsibility for own professional development and reflective practice and keep up to date with changes to legislation, court rules, policies, procedures and best practice development ie for your Continued Professional Development (CPD) and progression through regular check-ins

and supervisions. Attending training through the Social Work Academy and Research in Practice.

The above are a guide and the post holder will actively support the Team Manager by undertaking any other duties commensurate with the job or needs of the service.

DIMENSIONS:

Supervisory Management: Although there is no direct supervision, the post holder will be expected to coach and mentor the less experienced Social Workers in the team.

Financial Resources: Although not a budget holder the post holder will be expected to develop and review arrangements for support and care which may involve expenditure of many thousands of pounds. As part of a team will need to contribute to ensuring that the team's budget is properly and effectively managed.

Physical Resources: N/A

Other:

WORKING ENVIRONMENT:

Due to the current Covid-19 pandemic, the Council are following our working from home policy.

May have to deal with occasional outbursts of physical aggression for which training and support is given.

The post holder will need to attend frequent meetings in a variety of locations and make visits to family homes. Home visits frequently undertaken alone, subject to risk assessment and in accordance with the Lone Worker's policy.

PHYSICAL EFFORT:

Some exposure to emotional strain, dealing with angry and distressed service users for which supervision and support is given.

CONTEXT:

We aim to stabilise and secure permanency in the Children's Social Work workforce and sustaining excellent practice through continuing professional development. Permanency will allow children in Luton to have less changes in social worker and the opportunity to build meaningful relationships which will ultimately improve outcomes for them and their families. Young people who receive the right support growing up will be better equipped as adults to find employment and live fulfilling lives.

This links to the strategic priority of Improving Health and Wellbeing outlined in the Corporate plan and well as supporting the overarching Luton ambition to eradicate poverty by 2040. The children of 2020 are the adults of 2040 who will be contributing to the Luton economy, their communities and the eradication of poverty.

Career Development

As part of our Career Development Framework, each Social Worker role within Children's Services will have the capability to support career progression from a Newly Qualified Social Worker through to Senior Practitioner. This will help us to create not only a stable and secure workforce, but a workforce that is highly experienced, feels valued and supported to develop in their careers within Luton.

Once you have progressed to a Senior Practitioner, our Career Progression Scheme will support you to think about your future career, whether that is becoming a Deputy Team Manager or Team Manager, and how we can ensure that you receive the right support, mentoring and experience to be able to achieve this.

Practice Model

Luton has adopted a strength-based approach as its practice framework which is fundamental for Luton to deliver our vision of "putting children, young people and their families at the heart of everything that we do".

This approach allows our social workers practice using our 4 C's;

- To use conversations to build relationships with children and their families.
- To practice with respectful curiosity to help us understand the lived experience of children and young people who need our help.
- To practice with courage, not being afraid to fail and try new things supporting our children and families through change.
- Our practice will be considerate, respectful of diversity and difference, we will practice with care to ensure the best outcomes for our children and families.

The post holder will work on own with the most vulnerable service users in the Borough and will be expected to work in partnership with a wide range of professionals from other Agencies and Organisations to ensure a seamless, quality service. The role involves the discharge of statutory duties concerning the protection and care of children which will involve very challenging contacts with parents/carers.

The job will involve working strictly to policy and procedures of Luton Borough Council, involvement in extremely high risk decision making and the exercise of a high level of judgement and personal responsibility for the safety of children. The post holder will be required to represent the borough council in court proceedings.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification – Senior Practitioner (Children and Families)

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E):- without which candidate would be rejected Desirable

(D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Substantial post qualifying experience in social work.	1,2		

Skills/Abilities	Ability to make professional judgements in a multi-disciplinary setting, able to intervene effectively within situations of increasing complexity and challenge	1,2	Able to undertake the role of practice teacher for students on qualifying courses or supporting students and or colleagues	1,2
	Able to work with complex and challenging cases, where there may be issues of vulnerability and risk with minimum supervision.	1,2		
		1,2		
	Able to communicate effectively to a variety of audiences through written, verbal and other means of communication and work with service users, which will include children and with a wide range of other professionals.	1,2		
		1,2		
	Able to maintain high quality records, write clear, concise reports and correspondence dealing with complex issues ensuring compliance at all times	1,2		
	Logically interprets and draws meaning from information that leads to a clear analysis of required intervention, anticipates and reviews situations in depth to identify critical issues and act upon them	1,2		
	Strong IT Skills able to work with the Local Authority's recording system for the purpose of case recording			
	Ability to work as part of a team and share expertise working flexibly with local and wider teams and in partnership with other professional agencies to achieve overall key performance indicators			
	Able to work to strict deadlines and			

	targets Able to influence service delivery by identification of gaps in service. Able to work on own initiative Ability to lead and chair multi disciplinary meetings and negotiate resources. Able to undertake statutory duties under the Children Act 1989 Ability to manage crisis intervention and adhere to health and safety policies Able to represent the Agency in court or a similar setting	1,2 1,2 1,2 1,2 1,2 1,2 1,2		
Equality Issues	Understanding of Equality issues and the wider impacts this has on the council	1,2		
Specialist Knowledge	Substantial knowledge of legislation and statutory responsibilities relating to Children and Family Services, including appropriate Quality standards. Understanding of disadvantages and social deprivation Knowledge and understanding of child development and issues of family dynamics. Demonstrable understanding of service eligibility criteria concerning need and of risk of significant harm. Some understanding of the needs and challenges of disabled children and their families.	1,2,5 1,2 1,2 1,2 1,2	Some understanding of the services available for children with disabilities and their families.	1,2
Education and Training	Registered with Social Work England. Social Work qualification (must have completed within the last two years)	1,4	Able to acquire ASW or Practice Teacher qualification	1,2

Other Requirements	Able to visit children and families in their own homes (regularly) Able to work outside normal office hours (occasionally)	1,2 1,2		

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (2018) and General Data Protection Regulation (2018)

Supporting Statement

For your Supporting Statement please ensure you answer the following questions.

Tell us about your relevant experience, providing examples to demonstrate how you meet the experience criteria on the person specification.

Tell us about your skills & abilities, providing examples to demonstrate how you meet the skills and ability criteria on the person specification.

Tell us about your specialist knowledge, education and training relevant to this role as stated on the person specification.

Tell us about your understanding of Equality issues and the wider impacts this has on the council.

Tell us how you are able to meet the other requirements as stated on the person specification.