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| |  | | --- | |  | | **Senior Social Work Practitioner**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Senior Social Work Practitioner  **Service Area: Stockport Family**  **Directorate: People**  **Team: Children with Disability Team** | Salary Grade: SO3 |
| **Post Reports to: CWD Team leader**  **Post Responsible for: No direct line management responsibility** | |
| **Main Purpose of the Job:**  1. To be accountable to the CWD team leader for their work ensuring that children and families are protected and safeguarded.  2. To hold a reduced caseload to include some complex casework but allowing for mentoring and support to the team.  3. To deputise for the team leader when required.  4. To provide senior social work expertise to support the team.  5. To be accountable for the quality of the service delivered within the role as a senior practitioner.  6. To ensure an effective, coordinated response to needs of children, young people and families, through assessment, planning and review.  7. To confidently liaise with colleagues in Stockport Family and partner agencies to support effective planning, support and protection for children and families.  8. To identify and secure the most appropriate service to support and safeguard children and families.  9. To visit children, families and colleagues/partners in homes and settings to provide social work, safeguarding and support expertise at the point of enquiry as deemed appropriate.  10. To be an ambassador for Stockport Family and the principles of quality conversations, collaboration and minimal points of transfer.  11. To deliver social work links to schools in Stockport’s team around the school programme.  12. To mentor, coach and support students and ASYE social workers on the team. | |
| **Summary of responsibilities and key areas:**  KEY AREAS  1. To work closely with the team leader across to ensure a coordinated response to children and families at time of need, of support or protection.  2. To provide guidance, mentoring, teaching and support to staff and students within the team.  3. To enable and lead a service culture which places children, young people and families at the heart of the service  4. To promote the vision for the Stockport Family within the team, locality and with wider partners and agencies.  5. To keep up to date with national and local developments relevant to the service area and contribute to the implementation of such developments in practice.  6. To be responsible on a rotational basis for child protection investigations that the MASSH enquiry has identified are necessary.  7. To contribute to the development of service business plans, workforce plans, and team plans in collaboration with the team leader.  8. To work collaboratively and creatively with schools, colleges, other local authorities, other agencies, the voluntary sector and other groups to coordinate interventions for vulnerable children and young people.  9. To actively support and deliver with Stockport’s Team around the School programme, with linked schools.  10. To perform any other duties that correspond reasonably with the general character of the post and that are commensurate with its level of responsibility. | |
| **Job activities:**  1. To complete assessments, initiate plans and review these plans in line with statutory and local requirements and arrangements.  2. To identify and develop the provision of appropriate learning opportunities for staff and students within the team and locality.  3. To provide a link to school(s) and/or other universal providers.  4. To ensure that service user views and the voice of the child is incorporated into all work.  5. To be responsible for identifying the need to initiate s47 child protection Investigations; and that any such enquiries are in accordance with s47 procedures.  6. To keep up to date with national and local developments relevant to the service area.  7. Contribute to the development of an effective and well-functioning team by using emotionally intelligent social work practice i.e. self-awareness, interpersonal awareness, self-management and interpersonal relationship management.  8. To have demonstrable knowledge of child protection, safeguarding children, Early Help Assessment/Team around the Child and the care of Looked after Children and apply this to practice.  9. To support the team leader and where necessary deputise for them particularly in relation to the allocation of work, ensuring the effective use of the available resources and agreeing team priorities.  10. To work collaboratively partners around the needs of the family, children and young people.  11. To support the team leader in the quality assurance of work undertaken within the team.  12. To check that practice is based on restorative approaches to working with children, families and colleagues/partners.  13. To provide support, guidance and assistance to the team leader in the identification of team training needs and the assessment of competency.  14. To act as a resource and facilitator to develop competence and confidence within the workforce in relation to children, young people and families and act as a trainer as appropriate  15. To be a car driver or have the ability to get to visits and between bases in a timely manner. | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account. | |

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Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

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| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Substantial experience as a social worker in a fieldwork setting. | Essential |
| Experience of child protection investigations and court work | Essential |
| Experience as practice teacher or mentoring, supporting and advising other team members. | Essential |
| Working knowledge and understanding of child protection and safeguarding children and vulnerable adults issues and procedures | Essential |
| Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families. | Essential |
| Experience of supervising, mentoring, supporting and motivating team members paying full regard to information sharing protocols. | Essential |
| Experience of multi-agency working in relation to meeting children, young people and family needs | Essentials |
| Range of experience working with children and families | Essential |
| Significant experience of working with complex situations with a focus on problem solving. | Essentials |
| Chairing and advocacy skills | Essential |
| Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, service users and carers. | Essential |
| Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice paying particular regard to restorative approaches with children and families. | Essential |
| Ability to work in an unpredictable environment and confidently assess risk and children’s needs. | Essential |
| Ability to prioritise, meet deadlines and problem solve on a daily basis in relation to the day to day operational running of the MASSH. | Essential |
| Experience and demonstrable knowledge of competence based learning, teaching and assessment | Essential |
| Demonstrated commitment to anti-oppressive Practice | Essential |
| A recognised Social Work Qualification. | Essential |
| Current HCPC registration. | Essential |
| Has successfully completed, or working towards, post qualified awards for social worker, both the ASYE and POPP (or equivalent) | Essential |
| Training or qualification in management and supervision. | Desirable |
| Positive commitment to further training, self-development and willingness to undertake training | Essential |
| Ability to drive and use of a car (alternative arrangements will be made for disabled applicants who are unable to drive due to their disability) | Essential |
| Understands and actively supports Stockport Councils diversity and equality policy. | Essential |
| To meet Stockport Council’s standard of attendance. | Essential |
| A willingness to be flexible in a changing environment | Essential |