



**Job Profile and Working for Stockport Council**

Our Council

Our employees are our **greatest asset**. We’re proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

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| **Role:** |  | Senior social work practitioner |
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| **Service Area:** |  | Stockport Family |
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| **Directorate:** |  | Services to People - Childrens |
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| **Salary Grade:** |  | SO3 **£37,181 - £42,501 inclusive of 5% market supplement (annually agreed)** |

**About the Job**

**Main Purpose of the Job**

This is an exciting time for experienced social workers to join Stockport Family as Senior Social Work Practitioner on the locality teams.

You will work with children throughout their time with statutory social care services from duty, through assessment, child in need/team around the child support, child protection, pre-court and proceedings work, children in care and adoption through to step down/ step out. We believe that relationships should shape service delivery model rather than the point a child is at in services. We aim for children and families to have just one social worker whilst they are in service and we will support you developing these great working relationships by investing in your support, training and development.

Stockport Family is committed to working in an integrated way using a restorative approach to enable children and families to remain together wherever possible. Where this is not possible we ensure that children are safeguarded and able to achieve the very best outcomes in life. You will be passionate about relationship-based social work, and able to reflect and think creatively about how you can build relationships to make a difference with children and families.

Our relentless focus is on practice and outcomes for children and families and you will play an important part in delivering outstanding practice and ensuring that children and families are at the heart of all decision-making and service delivery.  Each locality team has 2 senior practitioners who work closely with the team leader to support and mentor less experienced members of the team and students on placement, as well as supporting the team leader to drive timely and high-quality practice on the team.  Senior practitioners also carry cases of more complex children and families and model outstanding practice with these cases.

**Key Responsibilities**

1. To manage a complex allocated workload which requires knowledge and experience of current social work developments, research and practice.
2. To be responsible for decision making on individual cases as agreed with the Team Leader.
3. To assess the need for, or provide a social work service, including the identification of risk and the need for protection, and/or to explore the most effective method of intervention.
4. To provide guidance, mentoring, teaching, support and assessment for staff and students in life-long learning and continuing professional development.
5. In collaboration with the Team Leader to identify and develop the provision of appropriate learning opportunities for staff and students.
6. To provide support, guidance and assistance to Team Leaders in the identification of training needs and the assessment of competency.
7. To comply and ensure compliance with all systems, financial, personnel, administrative, management information, client records etc., as directed by the Team Leader.
8. To contribute to the development and evaluation of services through the dissemination of research and the sharing of knowledge, skills and practice experience with managers, colleagues and professional groups.
9. To keep abreast of new legislation and methods of work with children, young people and families, with a focus on edge of care.
10. To contribute to the development of service and maintenance of good standards by participation in working groups and acting as a mentor/ trainer as appropriate
11. To undertake any other duties as required and which are commensurate with this post and grade.
12. The successful applicant’s appointment will be subject to satisfactory pre-employment clearances including a Disclosure and Barring Service check.
13. To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
14. To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.

**Additional Information**

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

**About You**

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

* To work to the Council’s values and behaviours by:
* Keeping the people of **Stockport** at the heart of what we do
* Succeeding as a **team**, collaborating with colleagues and partners
* Driving things forward with **ambition**, creativity and confidence.
* Showing value and **respect** to our colleagues, partners and customers.
* Recognised social worker qualification and Social Work England registration
* Experience as a Level 3 social worker in a fieldwork setting, with evidence and/or commitment of completion of post-qualifying awards, including POPP. As part of this experience, we will expect you to have had experience of working with complex care proceedings – both at pre-proceedings and court level, as well as experience of private proceedings.
* Positive commitment to, and demonstration of high-quality relational social work practice with children and families
* Experience of complex child in need and child protection work
* Experience as a practice educator (or commitment to become one)
* Experience of mentoring other staff and supporting a team. We would also like candidates to have had some experience of leading supervision – either in a one-to-one or group setting.
* Range of experience working with children, young people, and their families
* Ability to communicate clearly (oral and written) and to work in partnership with colleagues, other agencies, children, and families
* Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice
* Chairing and advocacy skills
* Experience of competence-based learning teaching and assessment
* Demonstrated understanding of and commitment to data monitoring – driving forward timely social work practice in the team.
* Demonstrated ability to continuing professional development
* Demonstrated commitment to anti-oppressive and anti-racist practice fully considering the diverse needs of children and families.
* Positive commitment to training and self-development
* Ability to drive and use of a car (Alternative arrangements will be made for disabled applicants)