

## Job Description and Person Specification Profile



### Social Work Senior Practitioner

<b>Service:</b>	Children's Social Care
<b>Salary &amp; Grade:</b>	Grade I. Scale 35 - £43,421 to Scale 39 - £47,420 with a professional bar at Scale 37 - £45,441**
<b>Job ID:</b>	JH09
<b>Responsible to:</b>	Team Manager
<b>Contract Basis:</b>	Permanent
<b>Hours Per Week:</b>	36

#### What's the post, and what are we looking for?

The post holder will provide effective and high quality professional social work to children and their families in accordance with legislation, national, regional and local statutory guidance, policies and procedures with the outcome of improving the lives of children in Tameside.

To ensure high quality practice and effective management of risk and need

Hold a complex case load (within case holding teams) and provide mentoring, coaching and co-working of cases with practitioners

Facilitate workshops and group supervisions for social work staff and practitioners to provide them the opportunity for reflection and improvement in quality of practice.

Support the leadership and management of the Service taking into account service user views, performance data and stakeholder feedback in accordance with Best Value principles.

Contribute to the overall strategic planning of the service and to the development of high quality services.

#### Key accountabilities

##### Understand the role of the child and family and child development

The post holder will be responsible for building effective professional relationships with children and families that enables full participation in assessment, and care planning based upon best evidence which addresses risk in all its forms.

The post holder will take account of child development theories and new learning to inform their practice and shape their assessment, analysis of risk and case planning. They will be able to demonstrate an understanding of the influence and impact of cultural and social factors on the child's development including key factors such as parenting styles, trauma and the child's resilience to change and loss.

The post holder will exchange information with partner agencies as part of their responsibilities to safeguard and promote the safety and well-being of children.

The post holder will lead investigations of allegations of significant harm, listening and challenging appropriately the views of others to assess and analyse risk. As part of this the post holder will coordinate and lead a coordinated safety plan to protect children from significant harm and secure permanence.

Attend, and where required lead a range of meetings, for example, child protection conferences, statutory reviews, core groups, fostering panel, adoption panel, disruption meetings, court hearing, departmental meetings and verbally contribute in a professional manner.

#### **Undertake effective direct work with children and families**

The post holder will demonstrate the ability to develop strong interpersonal skills to engage and motivate children and their families/carers in a variety of circumstances, in order to represent their wishes and feelings, understand their lived experience and enable change.

The post holder will draw on theoretical evidence based interventions and research to inform their practice and interactions with children and families/carers in all stages of their journey and interaction with social care from early help, transition to adult services, independence and adoption.

#### **Undertake child and family assessment demonstrating effective analysis, decision-making, planning and review**

Prepare written reports of a high professional standard for use in a variety of settings, including Court proceedings.

The post holder will have the ability to communicate clearly and sensitively with children of all ages and abilities drawing on a range of agreed tools and communication methods to enable them to share their wishes and feelings.

The post holder will be able to demonstrate effective care planning utilising skills to critically evaluate risks alongside evident strengths in order to make effective decisions and progress plans for children and families/carers.

#### **Understand the law and the family justice system undertaking ongoing research**

Understand the role of a Social Worker within the family justice system and how relevant regulation and statutory guidance relates to the law and carry out all duties with due regard to confidentiality and data protection regulations and legislation. Keep records up to date in compliance with Tameside's recording policy and procedures.

Develop opportunities to share and reflect on decisions made on an ongoing basis, including seeking advice from other professionals and agencies

#### **Demonstrate professional ethics**

Ensure that all children and adults are valued regardless of age, gender orientation and disability.

#### **Deliver performance management and service improvement**

The post holder will support the leadership of the team and service through the provision of mentoring, coaching, support and practice expertise to other less experienced team members, supporting in their professional development and progression.

They will take responsibility under the direction of the team manager for the support and supervision of a student social worker on placement, acting as practice teacher if appropriately trained.

Will lead and co-work cases and specific areas of work that are complex and sensitive as part of supporting and developing other members of the team. Drive up the quality of practice particularly in relation to assessments, report writing, record keeping and meeting of statutory timescales.

Assist the team manager in ensuring induction of new staff joining the team

Embed the use of quality assurance processes in the development of frontline practice as part of supporting the improvement of practice and development of a high quality service to children and families.

Provide models and share learning about excellent practice and contribute to training and development activities to progress continuous professional development for all team members.

Support frontline practitioners in effective decision making, providing professional support, advice and challenge.

Identify, understand, model and share good practice, supporting its systematic and coherent embedding of Social Work Practice standards.

Contribute to the maintenance and development of an efficient and effective team, attend and contribute to team meetings in a structured professional manner.

Participate and lead in task groups and working parties to develop services, policies, procedures and practice. Participate and gain the views of children, young people, carers, adopters to inform service improvement.

Undertake training and professional development appropriate to the duties of the post.

Personal requirements of a successful post holder	Category
<b>Technical Requirements</b>	
• Social Work Degree/DipSW, CQSW, CSS or equivalent	E
• Social Work England registration	E
• Full driving licence essential unless precluded by disability when reasonable adjustments will be considered.	E
<b>Skills, Knowledge and Experience</b>	
• Significant post qualifying experience of providing effective and high quality social work to children and their families.	E
• Knowledge and understanding of key legislation, national, regional and local statutory guidance, policies and procedures to safeguard and improve outcomes for children and families.	E
• Experience of case management including undertaking assessments with children and families to identify need and develop multi-agency action plans in partnership with families and partner agencies.	E
• Ability to communicate effectively and transfer key and complex information to all levels of staff, adapting the style of communication as necessary to ensure that this information is understood.	E

- Ability to plan and manage a complex workload, progressing various tasks concurrently. E
- Demonstrate the ability to apply analytical and logical thinking to gathering and analysing information and formulating plans. E
- Contribute to making informed and timely decisions. E
- Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems. E

### **Personal Qualities**

- Ability to demonstrate leadership E
- Ability to exert positive influence over the performance of others, promoting others' self-esteem, inspiring trust and fostering confidence in others' ability to achieve high standards. E
- To operate with integrity and have the ability to be open and honest, whilst maintaining high standards of personal behaviour and display strong moral principles in the work that you undertake with families. E
- Demonstrate a willingness to be accountable for your actions and decisions, and to understand the consequences of your practice. E
- Be able to demonstrate a willingness to share information and good practice with other people in the interest of supporting children and families. E
- Possess a strong desire to treat people with care and dignity, always being aware of the rights of other people, and always seeking to help and support others where you can. E
- Ability to manage stress and to work under pressure. E
- Take a flexible approach to work. E
- Ability to fulfil all spoken aspects of the role with confidence through the medium of English E

**Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.**

**What can you expect from us?**

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

**Working together, we are proud to work for Tameside**

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

**SUPPORT**

We work in a supportive environment and actively encourage supporting each other to bring about innovation, improvement and sustainability. Good health and wellbeing is important to all of us.

**TRUST**

Trust is placed in us and we have trust in those that lead us. We feel empowered to support our residents and communities.

**RESPECT**

We relate to others in ways that we want others to understand and relate to us. The behaviour that we model sets what we expect.

**INTEGRITY**

We conduct ourselves and our services with honesty and fairness, modelling strong ethical and moral principles to ensure outcome driven results for our residents and communities.

**VALUE DIVERSITY**

We are all recognised for our diversity, , commitment, skills and achievements and will challenge inequalities.

**ENGAGE**

We experience consistency in our everyday work; by being involved and having good quality and timely communication across the whole organisation. Our leaders are accessible and open to discussion.

**As well as making a difference to your community and working for one of the highest performing organisations in the country, here are some other reasons we think you should consider a career with us:**

Tameside Council and NHS Tameside & Glossop CCG have come together to form one organisation – Tameside & Glossop Strategic Commission. You will have an **induction** that will help you to understand what to expect once you start, how the organisation works and how your post contributes towards the Corporate Plan 'Our People Our Place Our Plan' aims and aspirations for the area.

The plan is structured by life course – Starting Well, Living Well and Ageing Well, underpinned by the idea of ensuring that Tameside & Glossop is a Great Place, and has a Vibrant Economy. Tameside & Glossop Strategic Commission has a genuine **commitment to equality of opportunity** for its employees and citizens.

A comprehensive **workforce development programme**, leadership development programme, as well as an aspiring manager programme.

**Up to 30 days leave per year** depending on pay grade/band, in addition to statutory bank holidays. We also operate a **Holiday Purchase scheme**.

The commitment to improving the **work-life balance of employees** with a number of supportive procedures promoting, various types of flexible working. Along with, many family friendly policies in place, including generous schemes covering maternity, paternity, shared parental and adoption leave.

Tameside Council employees can join the **Local Government Pension Scheme (LGPS)**. More information about GMPF and LGPS pensions can be found at [www.gmpf.org.uk](http://www.gmpf.org.uk). NHS Tameside and Glossop CCG employees can join the **NHS Pension Scheme**. More information on this scheme can be found by visiting <https://www.nhsbsa.nhs.uk/nhs-pensions>. Teachers can join the **Teachers' Pension Scheme**. More information on this scheme can be found by visiting [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk).

Tameside & Glossop Strategic Commission offers a range of salary sacrifice schemes, plus a number of other **staff benefits** including discounts at local shops, restaurants, health and fitness clubs and much more.