

Job specification



Job title: Advanced Practitioner
Service: Children and Families
Grade: G10
Reporting to: Team Manager

Your job

An Advanced Practitioner is a critical role within the team as they offer mentoring, coaching, support, and practice expertise to other less experienced team members. The role has acknowledged depth of expertise, including the assessment and appropriate management of risk.

This role will help to deliver and lead good quality, child centred practice across the service. You will ensure that practice is underpinned by the Deal principals and that the Family Safeguarding model is embedded in all our work with children and families. You will demonstrate effective leadership and management to support staff and work alongside Team Managers to ensure that the service meets all statutory requirements and practice standards.

You will be key in developing the whole workforce, fostering a culture of continued learning, encouraging reflection and through leading by example. You will help enable learning circles, group discussions and reflective supervision and have great analytical and decision-making skills. You will ensure that supervision is reflective, challenging, and explorative with the child's voice at the heart of plans to support children and families.

Through the implementation of the deal principles, you will demonstrate and encourage others to be creative, innovative and improve service delivery, demonstrating improved outcomes and value for money. Ensuring team members understand and adhere to the quality assurance framework, (including case audits) and practice standards as well as continuing to improve evidence-based practice, learning from SCR's and the latest research that informs practice and decision making will be critical.

You will hold a complex case load. This role will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, and direct work with children, young people and families and any other work identified, as necessary.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

On an ongoing basis you will:

- Support Team Managers with the operational delivery of services and support transformation of
- children's statutory services across #TeamWigan, helping to drive innovation and improved
- outcomes for Children and Families in practice.

- Be confident and knowledgeable in childcare and family law and understand statutory guidance
- and its processes to safeguard and promote best outcomes for children and families,
- whilst supporting team members to develop their knowledge in their field and meet statutory
- requirements set thorough legislations and guidance in respect of children in need and in need.
- of protection, looked after children and care leavers, including those with disabilities.
- Supervise staff and support them to deliver consistent, high-quality services to children and
- families for example through practice observations and reflective conversations helping to
- ensure our Family Safeguarding model is embedded consistently within practice and across
- services.
- Role model a 'think family' approach, building and developing strong relationships with other
- social care teams and key partners to develop partnership led child friendly plans and
- assessments.
- Exemplify the highest quality social work practice, including having a sound knowledge and
- insight into any children and families you are working with, or your teams are working with
- demonstrating effective care planning, high quality consistent record keeping, strong
- management oversight and decision making, and permanence is considered at the earliest
- opportunity.
- Work collaboratively with the Quality Assurance unit to respond appropriately to challenge and
- effective care planning.
- Help to coordinate and respond to complaints within the service and support any learning
- opportunities to improve practice and outcomes for children and families.
- Deputise for the Team Manager and be accountable and contribute to any panels or meetings
- as required to promote effective care planning and decision making for children and
- families.
- Be a key contact for partners within the service delivery footprint. You will have a strong focus
- on developing a collaborative approach with Start Well, our schools and education settings that
- ensure a whole family approach to care planning.
- Support continued development of the workforce and act as coach and mentor of AYSE's within
- the service.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying
- information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- Be a qualified social worker (with accredited social work professional status - CQSW, DipSW, CSS,PQCCA) with evidence of significant post qualifying experience and up to date registration with
- Social Work England,
- A passion for practice improvement and to make a difference for the Children, Young People and Families across Wigan and inspire Social Workers of the future.

- Considerable experience of statutory specialist services and statutory and legislative frameworks which underpin effective care planning.
- Knowledge and understanding of current research, innovation, and good practice standards in relation to children & families, such as Cared for children, care leavers and residential care provision at a local and national level and/or understanding of relevant legislation with its implications for the delivery of social work services to children and families.
- Excellent negotiation and influencing skills, with internal and external stakeholders.
- Caring, inspiring and engaging leadership skills to help get the most out of others in your team and wider partners.
- The ability to manage a heavy workload under pressure and meet competing deadlines whilst also supporting and contributing to regulatory requirements such as the Ofsted inspection processes.
- A strong decision maker who can make critical decisions using your own initiative and as part of a wider partnership team.
- Experience of working with key stakeholders to build and maintain collaboration and partnerships.
- The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and working together to find solutions.

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Team Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better


Be Courageous... be open to doing things differently

Be Kind... be helpful, generous and thoughtful towards yourself and others


Together we will


Deliver Deal 2030, working alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

We will


 Genuinely care for you and your wellbeing.

 Champion a culture that inspires you to thrive.


 Listen and engage with you to bring your ideas to life.


 Celebrate your contribution and support you to reach your goals and aspirations.

I will

 Look after my wellbeing and be kind to myself and others.

 Work with others across #TeamWigan to be courageous, innovative and embrace technology.

 Share my ideas and be accountable for making things happen.

 Own my development and let my passion and positivity shine through.