



## Stockport Council Job Description

**Post Title: Advanced Practice Supervisor**  
**Service Area: Stockport Family**  
**Directorate: People**  
**Team: Locality team base**

**Salary Grade: MB3**

**Post Reports to:** Matrix management arrangement. The post will report to the locality service leader for internal responsibilities and the principal lead for Partners in Practice for work with other local authorities

**Post Responsible for:** Locality senior practitioners, social workers in Stockport. Provision of support to other local authorities for the Partners in Practice programme.

### Main Purpose of the Job:

This new role (temporary until March 2020) will substantially contribute to the ongoing internal drive for excellence in Stockport's children's social care and also deliver external sector improvement activity with the Department for Education Partners in Practice (PiPs) programme as determined by the Principal Lead for PiPs. The role will be split according to requirements and in line with local and PiP priorities with flexibility to meet the needs of both roles.

### Job activities: Summary of Responsibilities and Key Areas:

1. Promote and govern excellent practice within locality social work teams and within other local authorities
2. Develop excellent practitioners within Stockport Family and within other local authorities
3. Shape and influence the practice system within own service and within other local authorities
4. Demonstrate effective use of power and authority within Stockport Family and within other local authorities
5. Deploy confident analysis and decision making within Stockport Family and within other local authorities
6. Model and coach purposeful and effective social work within Stockport Family and within other local authorities
7. Deliver emotionally intelligent practice supervision within own team and within other local authorities
8. Manage performance and improvement activity within own team and with other local authorities
9. To be an ambassador for Stockport Family and the principles of restorative practice, quality conversations, collaboration and minimal points of transfer.

10. Deputise for the locality service leader where appropriate.
11. To be accountable for the quality of the front-line service your team provides to families and partner agencies.
12. To ensure an effective, coordinated response to needs of children, young people and families as in need of social work support, either as a child in need (team around the child in Stockport), child in need of protection or a looked after child.
13. To identify and secure the most appropriate service to support and safeguard children and families.
14. To ensure that team planning is based on assessment of need and that team performance meets national and local objectives and targets; agreed quality standards; within national and local procedures and within available resources.
15. To work dynamically within Stockport Family and with partners to identify pathways for support for children and families.
16. To line manage advanced practitioners, senior practitioners and social workers and others where this is identified as appropriate and ensure that those you are responsible for have a Performance Development Plan and review (PDR) in order to promote professional development.
17. To work closely with all team leaders across Stockport Family to ensure a coordinated response to children and families at time of need; of support or protection.
18. To work with the First Response team leader to ensure that allocation of work from the MASSH to Stockport Family locality teams effective and timely. To be responsible for managing s47 children protection investigations that the MASSH enquiry has identified are necessary.
19. To enable and lead a service culture which places children, young people and families at the heart of the service paying particular regard to Stockport Family's ethos of restorative practice.
20. To promote the vision of Stockport Family within the teams, locality and with wider partner agencies and other local authorities.
21. To promote, support and deliver the Stockport Family Team around the School programme.
22. To keep up to date with national and local developments relevant to service area and contribute to the implementation of such developments in practice.
23. To have overall responsibility and be accountable for effective decisions made within the team, in consultation where appropriate with the service lead.
24. To support the development of service business plans, workforce plans, area plans and complete annual reports and other reports as applicable to service
25. To work collaboratively and creatively with schools, colleges, other local authorities, other agencies, the voluntary sector and other groups to design, implement and coordinate interventions for vulnerable children and young people.
26. To perform any other duties that correspond reasonably with the general character of the post and that are commensurate with its level of responsibility.

27. To ensure that team members are clear about their role and responsibility with relation to divisional objectives, policy, and procedures and including the opportunity to contribute to overall improvement of service provision.
28. To be responsible for the management and leadership of a team including the identification of priorities, the allocation of work to the team and ensuring the effective use of the available resources.
29. To ensure effective operational arrangements are in place with regard to child protection, safeguarding children, Early Help Assessment/Team around the Child and the care of Looked after Children.
30. To support the service leader in the efficient and effective delivery of services.
31. To support the Partners in Practice team to deliver efficient and effective delivery of services
32. To manage the interface between Stockport Family, partners and other local authorities with confidence and appropriate authority
33. To audit and quality assure the performance of teams in achieving national and local objectives and outcomes by setting targets for the delivery of services both by the team and individual members of the team.
34. To ensure that service delivery is based upon analysis of up to date, reliable needs data.
35. To ensure that the team has effective management information systems in place to monitor performance in key areas.
36. To ensure that service users' views are incorporated into the development and review of the provision of service.
37. To support and monitor the work of staff through formal supervision/group supervision in order to ensure effective and safe practice and to promote professional development in accordance with relevant organisational policies.
38. To act as a resource and facilitator to develop competence and confidence in relation to children, young people and families and act as a trainer as appropriate
39. To participate in recruitment, selection, disciplinary and grievance matters within relevant organisational policies and procedures.
40. To prioritise and target resources appropriately to achieve optimal improvements in outcomes through early identification of need.
41. To be a car driver or have the ability to get to appointments, meetings and between bases in a timely manner.

**Additional duties:**

1. 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.

2. To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.
3. 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.



## Stockport Council Competency Person Specification

### Post Title:

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.

Competency	SCORE					Essential or Desirable
	0	1	2	3		
<b>Experience</b>						
Experience of managing a team of frontline social work staff who work to assess, plan and implement effective interventions with families who may have complex needs and vulnerabilities.						E
Demonstrable experience of providing formal line management, staff supervision, mentoring and providing support to colleagues						E
Demonstrable experience of using research and theory to inform social work practice and supporting innovative and creative ways of working with children and families						E
Excellent working knowledge and understanding of child protection and safeguarding children and vulnerable adults issues and procedures						E
Excellent working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families.						E
Significant experience of working with complex and challenging children, young people and families						E
Experience of multi-agency working in relation to meeting children, young people and family needs						E
Experience of partnership work to develop effective services/initiatives						E
Experience of organising and delivering training and group work						D
Experience of supporting colleagues beyond your own team to deliver excellent services						D
<b>Skills and Knowledge</b>						E
Skills in handling challenging and sensitive situations that may arise involving colleagues, partner agencies, other local authorities and children and families						E

Knowledge of relevant legislation						E
Ability to chair multi-agency meetings						E
Ability to work in an unpredictable environment and confidently assess risk and children's needs.						E
Ability to prioritise complex work; utilise management information data; awareness of quality assurance frameworks and ability to implement robust quality assurance of practice						E
Ability to prioritise, meet deadlines and problem solve on a daily basis in relation to the day to day operational running of the service						E
Ability to effectively supervise, motivate and support staff and ensure they have access to a range of development opportunities						E
Ability to performance manage individual members of staff						E
Commitment to developing a learning organisation and an ability to lead practice developments						E
Demonstrated commitment to anti-oppressive Practice						E
Knowledge of adult learning theory						E
Ability to use electronic case management systems to effectively manage team performance						E
Ability to use IT e.g. emails, excel, power point						E
Budget Management Skills						E
Ability to communicate clearly (oral and written) and to work in partnership with colleagues and other agencies, service users and carers.						E
<b>Education and Training</b>						
A recognised Social Work qualification and relevant experience, evidence of training or relevant qualification to enable working at this level.						E
Current HCPC registration.						E
Training or qualification in management and supervision.						E
Positive commitment to further training, self-development and willingness to undertake training						E

### Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 - Exceptional