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| **Job Description and Person Specification** |  |
| **This authority has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people, and adults at risk, and requires all staff and volunteers to share this commitment.**  **Solihull Council is committed to equal opportunities and expects all staff and volunteers to recognise and value differences.** | |

**SECTION A: Role Profile**

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| **Post Title** | Advanced Practitioner | **Post No** | W6250 |
| **Directorate** | Children’s Services | | |
| **Division** | Children & Young People Services | | |
| **Band and Salary** | Band F (Experienced Social Worker)  £47,754 - £49,764 per annum.  Incremental progression is subject to performance. | | |
| **Responsible to** | Team Manager | | |
| **Location** | Bluebell Centre, Chelmunds Place, Council House, and other localities across the borough of Solihull | | |
| **DBS Check** | Enhanced check for regulated activity for working with Children | | |
| **Fluency Duty** | This post is covered by the Fluency Duty, as outlined in the Code of Practice on the English language requirements for public sector workers. | | |

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| **Car User Status** | This is an essential car user post as the demands of the job make it operationally essential and there is a contractual requirement to make a suitable vehicle available to ensure the requirements of the job can be carried out effectively.  Applicants must be able to drive, have a driving licence and be a car owner, however for disabled applicants, reasonable adjustments will be made where required. |

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| **Role Purpose** |
| To ensure high quality and effective social work practice in Solihull. You will lead and develop the professional practice of team members and other colleagues, and model and facilitate restorative practice.  Advanced Social Work Practitioners will hold a reduced caseload of complex and challenging children and will line manage support workers within the social work team.  The role will support best practice development, through sharing expertise and providing support and development for other practitioners. You will use your social work expertise and a clear child focus to secure the best for our children, young people, and families. |

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| **Role Responsibilities** |
| * The role will support the Team Manager in delivering high standards of practice and performance, meeting statutory and procedural timescales. * Intervene in areas of poor practice and lead by example to secure a lasting improvement in service and individual performance. * Promote and embed quality assurance arrangements within the team and service thus promoting an ethos and culture of continued learning and improvement. * Promote and embed effective working models and practice within your respective team. * Secure timely and effective intervention in complex cases by assisting non-qualified staff to deliver support to children and families. * Have a thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures, and institute legal processes where necessary. * Maintain up to date records of cases using management information systems in accordance with departmental policies and procedures. * Carry out complex assessments and social work support to departmentally determined professional standards. Including writing coherent, comprehensive, accurate and analytical records, court statements and reports. * Provide support to NQSWs and experienced Social Workers and promote good practice in their caseload/work activity. Including: co-working, modelling, coaching, and mentoring (where required). * To promote integrated working, ensuring a need led response that improves the outcomes for children and their families. * Liaise, and to work jointly, with colleagues and staff from other agencies, as appropriate, and liaise with other agencies on behalf of existing service users. * Provide expertise and professional excellence in a specialist field acting as a resource to the team and department to develop practice, engage in research and evaluation of practice. * Undertake specific service improvement work in other parts of the service as and when required, bringing expertise and innovation to tackle areas of poor performance. * Maintain performance and develop practice and experience in line with personal targets as agreed with line manager through supervision. * To comply and meet the requirements of the Professional Capabilities Framework at the Advanced level, and of registration with Social Work England in respect of practice standards, conduct and professional development for social workers. * Make pro-active use of supervision to extend effective practice, reflection, and career development and to meet the objectives of Professional Development Reviews and Appraisals. * Provide a level of group supervision to test the effectiveness of staff and their practice. * To establish and implement action plans based on the assessed needs of the children, young people and their families, the child/young person in conjunction with their family and other agencies. * To promote partnership and participation with children and their families. * To carry out regular reviews of individual plans, record outcomes and formulate plans based on those reviews. * To maintain manual and data-based records in accordance with the Directorate recording policy. * To provide detailed reports for statutory reviews, child protection conferences, panels and courts as required. * To carry out all statutory requirements that arises in relation to allocated work. * To assist and support colleagues in carrying out statutory requirements and other work required. * To contribute to new developments and policy formulation as appropriate. * To operate at all times within SWE standards and to work and progress within the Professional Capabilities Framework'. * To actively participate in supervision, performance management and target setting. * To participate in the Council’s Emergency Plan when required. * Any other duties as may be appropriate to achieve the objectives of the post or to assist the Directorate in the fulfilment of its objectives, commensurate with the post holders’ grade, abilities, and aptitude. |

**Section B: Person Specification**

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|  | **Essential Criteria** | **Desirable Criteria** | **Measured By** |
| **Education & Qualifications** | Professional Social Work Qualification and SWE registration. |  | Application Form  Certificates  CPD Log |
| Evidence of CPD and studying towards a post professional qualification. |  | Application Form  Certificates  CPD Log |

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| **Experience & Knowledge** | Thorough knowledge of relevant childcare legislation, including a clear understanding of ‘Working Together to Safeguard Children.’ |  | Interview |
| Significant demonstrable experience of working with children and families. |  | Application  Form  Interview |
| Significant post qualifying experience (minimum of three years) of working in a statutory social work setting. |  | Application  Form  Interview |
| Knowledge and understanding of relevant child, and adolescent, development theories and models. |  | Interview  Assessment |
| Knowledge and understanding of attachment theory, signs of safety and restorative practice etc and application of these. |  | Interview  Assessment |
| Substantial experience of undertaking high quality, analytical and timely assessments to inform the delivery of a range of interventions to promote change. |  | Application Form  Interview |
| Significant experience of writing outcome focused plans based on identified needs. |  | Application Form  Interview |
| Knowledge of current social work policies/practices both national and regional. |  | Interview |
|  | Substantial Knowledge of Child protection /Court/ children looked after/ Fostering and other specialist processes and procedures |  | Interview |

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| **Skills & Abilities** | Ability to recognise signs of harm, abuse or neglect and respond to them appropriately to improve safeguarding. |  | Interview  Assessment |
| The ability to effectively communicate complex and sensitive information verbally and in writing to children, young people, and families in a timely way, as well as effective report and assessment writing skills. |  | Application Form  Interview |
| Effective judgement skills including the ability to demonstrate sound evidence-based decisions. |  | Interview  Assessment |
| Ability to work as part of a team and make contributions to the development of services through a team approach. |  | Application Form  Interview |
| Effective IT Skills using Microsoft Office packages Word, Microsoft 365 and Outlook (or equivalent) and the use of databases. | Experience of using Liquid Logic | Interview |
| Ability to prioritise and work effectively on own initiative as well as within a team. |  | Interview |
| Ability to build effective relationships with children, young people, and families to achieve positive outcomes. |  | Application Form  Interview |
| Ability to work collaboratively in partnership with other agencies to promote positive change for children, young people, and their families. |  | Interview |
| Ability to listen effectively so that the views of the children and their parents/carers, affect appropriate involvement in care planning. |  | Interview |
|  | Evidence of ability to Chair/Co-ordinate meetings and contribute to Reviews. |  | Application Form  Interview |
| Evidence of ability to work to prescribed standards. |  | Application Form  Interview |
| Supervision training, and leadership skills. |  | Application Form  Interview |

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| **Core Behaviours** | **Excellence -** With enthusiasm, you work to deliver a high-quality service from your work location, whether that be in a Council building or in a remote working location, to meet customer, organisation, and personal expectations. You adopt a ‘can do’ attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers. | Interview |
| **Simplicity -** You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all taking into account hybrid working. | Interview |
| **Trust and Respect -** You are aware of your impact on others including confidentiality, team relationships and wellbeing. You value openness and listen carefully to understand the views of others. You promote the values of inclusion and diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect | Interview |
| **Working Together -** You work with others to reach a common goal; sharing information, supporting colleagues, both in their work and wellbeing, and searching out expertise and solutions from relevant partners and/or the communities we serve. | Interview |
| **Responsibility -** You take ownership for your own wellbeing, work and working environment and use your initiative to deliver. You are accountable for your own performance and development, and you take responsibility for your actions and decisions. | Interview |

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| **Other Requirements** | Commitment to a high-quality transparent service to children and families. | Interview |
| Emotional resilience in working with challenging behaviours and attitudes. | Interview |
| Commitment to anti-discriminatory practice and an understanding of the impact that oppression has on service users. | Interview |
| Applicants must be able to drive, have a driving licence and be a car owner, however for disabled applicants, reasonable adjustments will be made where required. | Interview |

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| **Compiled/Reviewed by** | Beate Wagner |
| **Date** | July 2024 |

**Section C: Additional Information**

**Corporate Parent Responsibilities**

All employees should act as an advocate for our Looked After Children; fulfilling our corporate parenting responsibilities by considering Children and Young People in everything we do.

**Health and Safety**

Health and safety laws require all employees to help the Council maintain and improve health and safety standards. This means that the post holder must take reasonable care of his/her own and others’ health and safety and co-operate with any reasonable request to support the Council, managers, and other employees, in meeting their health and safety legal responsibilities. Line managers have additional responsibilities to ensure that policies, procedures, and safe systems of work are implemented on a daily basis.

All duties and responsibilities must be carried out in line with the Council’s Corporate Health and Safety Policy and any local safety procedures.

**Information Management**

As an employee of the Council, the post holder will be expected to manage information in accordance with standards outlined in the Corporate Records Management and Information Security policies. They will ensure that information used is held and transmitted securely in a manner commensurate with its sensitivity, and that it complies with the provisions of Data Protection legislation and guidance.

The post holder will be accountable for ensuring that he/she is aware of relevant Council policies and that all duties and responsibilities are carried out in line with the appropriate policies and procedures.

**Training and Development**

The Council is committed to the personal and organisational development of the individual. The post holder will be encouraged to identify job-related development needs.

**Solihull Behavioural Framework**

The Council expects all employees to conduct themselves in a way that is consistent with the values and behaviours set out in the Solihull Behavioural Framework.

**Mobility**

Whilst this post is initially to a specific post, the post holder may be exceptionally required to transfer to any post appropriate to their grade at such a place as in the service of the Council they may be required.

**Variations to Job Descriptions**

Due to changing customer demands, duties and responsibilities are likely to vary from time to time and the Council therefore retains the right to amend job descriptions to reflect changing requirements.