

Northumberland County Council

JOB DESCRIPTION

Post Title: Senior Practitioner – Locality Children’s Social Work Team	Director/Service/Sector : Children’s Services		Office Use
Band: 9	Workplace:		JE ref: 1463 HRMS ref:
Responsible to: Team Manager	Date:	Responsible For: A group of social workers, social work support assistants and administrative support, as determined by the Team Manager.	
Job Purpose: Under the supervision of the Team Manager, to contribute to the management of a Locality Social Work Team and ensure the duties necessary to comply with statutory and FACT procedures and policies are carried out. The post holder will assist the Team Manager with the effective coordination and delivery of Tier 2 and 3 work within a specific locality, to a specific user group and to provide direct services in line with a particular specialism, concentrating on the more complex problems presented. They will provide supervision for a specified group of social work staff and assist the team manager in managing delegated budgets. Management responsibility will include assisting the Team Manager with all aspects of the teams safeguarding practice, the coordination of services for children in need, and the provision of coordinated support for young people and their families through the provision of a lead professional.			
Resources	Staff	3 - 5 staff	
	Finance	Management of delegated budgets. Unlimited authority for one off payments up to £50.00 per client.	
	Physical	Day to day updating and maintenance of complex, sensitive and confidential data, including electronic client data systems.	
	Clients	Substantial contact with those children most vulnerable and families including within their own homes. Lone Working.	
Duties and key result areas: 1. To work with the Team Manager in ensuring that adequate safeguarding arrangements are in place to promote the welfare, health and development of children and young people. 2. Within the Locality Team, to provide supervision, appraisal and line management in accordance with County Council standards and priorities, to a group of identified social work staff, including experienced social workers and newly qualified social workers, welfare support social workers and administrative staff. To ensure that the requirements of the Newly Qualified Social Work Programme are maintained. To ensure that services to children and families are provided in accordance with statutory requirements and Northumberland County Council (NCC) policies and procedures. In doing so ensure appropriate allocation of work, in accordance with agreed priorities and ensure there is a consistent application of thresholds for children in need, including those most vulnerable children in need of protection and in need of Corporate parenting and looked after services.			

3. To carry an appropriate caseload, dealing with those most vulnerable children and their families in need of social work intervention appropriate to the qualification and experience of the post holder. In allocated cases, carry out assessment of need, including child protection investigations and core assessments, undertaking child welfare concern risk assessments, drawing up case and care plan, implementing plans, coordinating and reviewing plans as the lead professional, within the framework of The Children Act and Northumberland County Councils agreed standards and priorities. Also to include preparing assessments and reports for applications to the court for care proceedings, attending Court as witness for the County Council and presenting evidence in Court.
4. To share the operation of the duty intake system with the team manager, making decisions and providing advice and guidance to duty social workers with regard to child in need referrals for vulnerable children and, in consultation with the manager, identification of child protection enquiries and chairing of strategy meetings and signs of safety risk assessment meetings, where there are child protection and child welfare concerns. Allocating work to specified social work staff in accordance with guidance and supporting them to ensure the delivery of effective, multi disciplinary services. Authorising social work assessments and reports via the department's electronic integrated children's system, ensuring that work is of a consistently appropriate standard. Also, to attend multi agency child protection conferences to present reports and assessments for those children deemed to be at risk of significant harm and to chair planning meetings where there are child welfare concerns, making recommendations for actions and interventions to safeguard children.
5. Contribute to the support and development of the locality team and promote effective multi agency service delivery with partner agencies.
6. To work in conjunction with the Team Manager in utilising the skills within the team to develop and implement programmes of activity, prevention and early intervention in order to support children, young people and families in the community. This will entail fostering effective links with those early intervention agencies within the community, including Children's Centres, health workers and schools.
7. Provide regular, formal and informal supervision and appraisal to an identified group of staff within the social work team and develop a professional skills base through the provision of training and development as appropriate.
8. In conjunction with the Team Manager to implement and maintain agency records in line with legal obligations and parent agency policy.
9. To ensure the team work towards achieving key service delivery objectives within the FACT planning processes, including the CYPP. In addition, develop and implement systems to ensure satisfactory team performance against key performance indicators.
10. Supported by FACT management team, assist the Team Manager in ensuring that the objectives set out in the Service Plan are reflected in the Locality Social Work Team Plan. That these identified objectives are implemented within the team and that service delivery at a local level is aligned with Health, Children's Centre and Extended Schools Strategies.
11. Supported by the Children's Services Manager and Head of Safeguarding and Looked After Children, assist the Team Manager in setting up robust systems and processes to ensure the Locality Social Work Team interfaces effectively with other professional groups (i.e. Health,

Children's Centre and Extended Schools staff) and facilitate staff work within other teams to promote and deliver effective multi agency services.

12. Supported by the FACT management team, assist the Team Manager in ensuring that specific areas of service delivery are developed and delivered to meet the needs of children, young people and families requiring Tier 2/3 services
13. To provide reports and updates to the FACT management team as required by the team manager
14. To ensure the maintenance of record keeping in accordance with statutory requirements and FACT policy and procedures.
15. To participate with the Team Manager in the recruitment, selection, training and development of staff in accordance with FACT policies and procedures.
16. To deputise for the Team Manager at meetings, as appropriate.
17. Any other duties consistent with the, level and grade of the post.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Work Arrangements

Physical requirements: Transport requirements	Need to visit (adults and young people) and their families and on occasion attend (educational) and other meetings pertaining to the care of the young people throughout Northumberland.
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Northumberland County Council
PERSON SPECIFICATION

Post Title: Senior Practitioner – Children's Services	Director/Service/Sector: People	Ref: 1463
Essential	Desirable	Assess by
Knowledge and Qualifications		
<p>A professional qualification relevant to work with children and families e.g. DipSW, CQSW, CSS, RGN, RHV.</p> <p>Knowledge of child development and issues around work with children and families.</p> <p>Knowledge of preventative and public health approaches</p> <p>Up to date understanding of the key issues and relevant theoretical background facing professional child care social workers, particularly related to children's safeguarding and looked after children.</p>	<p>Degree level education</p> <p>Management qualification</p>	
Experience		
<p>Significant post qualified experience in working with children in need and their families. Including experience of working with child protection systems and Safeguarding Policies and Procedures.</p> <p>Experience of working jointly with other agencies</p> <p>Experience of positive decision making.</p>	<p>Experience of working within a multi agency setting.</p> <p>Experience of supervising staff or students.</p>	
Skills and competencies		
<p>1. Well developed interpersonal skills with the ability to communicate effectively with a variety of people through a variety of mediums.</p> <p>2. Ability to manage conflict</p>	<p>Use of IT databases and spreadsheets.</p> <p>Experience of contributing to a process of change.</p>	

<p>3. Ability to manage change.</p> <p>4. Well developed negotiating and organisational skills.</p> <p>5. IT Skills to a required level.</p> <p>6. Able to prioritise conflicting demands and requirements, meet tight deadlines and timescales.</p> <p>7. Ability to assess service needs, develop and evaluate programmes and projects/plans to meet those needs.</p> <p>8. A commitment to equality of opportunity.</p> <p>9. Ability to work across agency boundaries within a multi professional setting.</p>		
Physical, mental and emotional demands		
<p>Able to meet the physical demands of the post.</p> <p>To be able to satisfy the mobility requirements of the post which will include regular journeys to children and their families' home.</p>		
Other		
<p>Commitment to inter-agency working.</p> <p>Willingness to work occasional evenings/weekends.</p> <p>Positive attitude towards supervision and training.</p> <p>Willingness to attempt new challenges and approaches.</p> <p>Positive attitude towards supporting equality and diversity.</p>		

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits