**Job Description** 

**Job Title:** Signs of Safety Practice Development Social Worker

**Salary Grade:** Grade 7 - 8

**SCP:** 26 - 36

**Job Family:** People Care

**Job Profile:** PC 6 plus WC conditions factors and market supplement

**Directorate:** Children’s Services

**Job Ref No:**

**Work Environment:**  All service areas Children’s Social Care and Early Help

**Reports to:** Signs of Safety Team Manager

**Number of Reports:** Social Workers, Newly Qualified Social workers and Child & Family Workers.

Your normal place of work will be across all service areas; you will be required to work at any Company recognised workplace.

This position requires an Enhanced Disclosure and Barring Service (DBS) Check.

**Purpose:**

The post holder will be responsible for supporting the successful implementation of the Signs of Safety framework within Together for Children to develop service wide knowledge and use of the Signs of Safety practice model, role model good practice and collaborative working with families with a focus on improving the outcomes for children and young people

To represent and promote communication and share learning opportunities across all services areas. Including leading on the delivery of training sessions, workshops, facilitation of group supervision as well as providing one to one support to staff through coaching and mentoring, support with visits, case mapping and facilitating family network meetings

Embed and strengthen effective and collaborative working relationships across social care and partner agencies. This will also include development and shared learning with the Sunderland Safeguarding Children Partnership (SSCP).

**Key Responsibilities:**

* To support and deliver the Signs of Safety framework model into all children services teams as the over-arching practice model for Together for Children.
* To support the Signs of Safety Team Manager within the service area that holds responsibility for Child in Need, Child Protection, Cared for Children and Care Proceedings and Early Help Services in raising practice standards in the use of Signs of Safety, role modelling good practice in direct work with families, recording and written work and creating child focused, family led plans
* To work with the Signs of Safety Manager and Practice Leads to ensure respectful and professionally curious engagement with families is at the forefront of all work and that the views of children, their families and carers are represented and included within decision making and planning.
* To carry out joint visits with Social Workers, provide one to one support to practitioners in relation to the Signs of Safety model and to work with Practice Leads across Children’s Services to provide advice and guidance for them.
* To provide reflective case discussions and consultations with individuals and teams and embed consistent group supervision using the Signs of Safety principles and tools.
* To support the Signs of Safety Team Manager in the planning and delivery of training and development requirements of staff within the service area.
* To support the development of the model, be creative of how this could be used and delivered, ensuring that outcomes for children and young people are met.
* To share knowledge from research, policies and events, promote a shared learning culture and cascade learning, resources and tools to support the use of Signs of Safety in practice and work with regional local authorities to learn from and share good practice.
* To provide feedback to the Signs of Safety Manager regarding the strength of practice within the service and areas that require further development and support with consideration as to how this can be achieved.
* To promote effective participation and work with children, young people and families. To gather feedback in order to learn and deliver good outcomes and strengthen the consistency of feedback from families and its use in strategy development.
* To support the development of the Liquid logic case management system so that it is aligned to the Signs of Safety framework.
* To work in partnership with the Sunderland Children’s Safeguarding Partnership to promote the use of the Signs of Safety model within partner agencies.
* To liaise with external agencies/bodies and build strong relationships in relation to the service delivery within the service area and represent Together for Children at key events and to share information within required protocols.
* To seek out, listen to and respond to the views and ideas of managers, employees, partners and particularly children and young people and their families in order to ensure services are relevant, responsive and focused on meeting identified needs.
* To keep abreast of changing contexts at local and national level and take account of these in social work practice.
* To champion diversity and equality in all aspects of service delivery, demonstrate confident application of ethical reasoning to professional practices.
* To work within the Company’s professional policy and procedures and code of conduct.

**Statutory Requirements**

In line with the Together for Children’s Statutory Requirements, all employees should:

Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland’s records and information, and respect the privacy of personal information held by Together for Children Sunderland

Comply with the principles and requirements of the Freedom in Information Act 2000

Comply with the Together for Children Sunderland’s information security standards, and requirements for the management and handling of information

Maintain relevant professional registration e.g. Social Work England

Use information only for authorised purposes.

The post holder must carry out his or her duties with full regard to Together for Children Equal Opportunities Policy, Code of Conduct and all other policies.

The post holder must comply with Together for Children Health & Safety rules and regulations and with Health & Safety legislation.

**Author**: Natalie Hall

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