

Job Description

**For HR
use only**

Vacancy Ref No:

Directorate	Health, Education and Social Care
Service and Team	Children's Services – Pre Birth Role in Safe and Supported Team
Post Title	Advanced Practitioner
Grade	10
Reports to	Team Manager
Responsible for (employees or equivalent)	Line management of non- Social Work qualified staff. Deputise for Team Manager in their absence
Job Purpose	
<p>Under the leadership and management of a Team Manager, qualified and registered social work Advanced Practitioners provide a statutory social work service, undertaking direct work to help and protect children, young people and support their families/carers and communities. They demonstrate learning in practice and consistently good performance. They play a key role in developing and monitoring the capabilities of front-line social work staff through developing, maintaining and championing expertise in social work practice, driving excellent practice that is based on research and professional experience.</p> <p>They take part in and provide high quality, reflective supervision including providing critical reflection, challenge and evidence informed decision making in complex situations, supporting others in developing these capabilities and finding their own solutions.</p> <p>They model continuous professional development and learning and possess accredited post-qualifying awards They work closely with the Principal Child and Family Social Worker and the Practice Development Team to establish and sustain a learning team culture. They provide mentoring, training and support to less experienced team members including practice learning for apprentice/trainees, student social workers, and newly qualified Social Workers undertaking the Assessed and Supported Year in Employment.</p> <p>The Advanced Practitioner deputises for the Team Manager, promoting and developing professional leadership within their area of responsibility and representing the team in working groups set up to raise the quality of practice and improve the effectiveness of the service.</p>	

Job Content

Undertaking all aspects of casework in the following way:

- Developing an excellent understanding of the child's lived experience, conveying their views and feelings through high quality practice skills in assessment, planning, intervention and review
- Gathering, analysing and reviewing complex and/or contradictory information quickly and effectively, using it to reach informed professional decisions
- Ensuring the values and ethics of the profession in practice, using a legal and human rights framework and supporting others to do so
- Using evidence-based practice to improve the child's welfare and safety, leading to improved outcomes, modelling the integration of research and current professional knowledge into daily practice
- Modelling effective engagement and partnership working with children and young people, parents/carers and networks in challenging situations
- Supporting others to develop and maintain effective engagement, including in situations of hostility and risk
- Using sophisticated knowledge of the law relevant to their area of practice and the use of more specialist advice when appropriate
- Supporting and encouraging professional decision making in others, identifying when more strategic / expert advice is needed
- Maintaining the child's case record accurately and up to date, including a record of significant events in the child's life, a case summary and family map
- Taking personal and professional responsibility for the quality of own practice and that of supervisees including the contribution to the child's progress in reducing the risk of harm and achieving improved outcomes

Providing reflective supervision and appraisal to other social workers and social care practitioners. Supporting less experienced colleagues and supervisees to develop the knowledge and skills required to meet practice quality standards. Sharing knowledge and skills through mentoring, coaching and supervision and modelling positive and constructive engagement in the learning organisation.

Promoting learning by;

- * Taking part in and facilitating team meetings, team-based seminars and development days, contributing to a positive and supportive team culture.
- Promoting, articulating and supporting a positive social work identity within the organisation and through external collaboration with colleagues
- Participating in consultations and when required to lead task and finish groups aimed at improving the quality of practice and the effectiveness of service
- Accessing professional and academic research from validated sources as the basis for reflective practice and supervision
- Modelling a commitment to continuous professional development, undertaking relevant elements of the core curriculum and completing accredited post-qualifying awards in order to progress in line with the Career and Qualification Pathway for social workers
- Modelling the development and use of evidence-based practice skills and validated assessment tools

Developing and sustaining excellent partnership working with other professionals involved with children and families, voluntary and community groups.

Acting as a representative of the Service and the profession at all times, modelling and promoting confident and critical application of professional ethics and the Service. Advocating and using influencing skills to promote social justice, inclusion and equality.

Undertaking any other duties required of the role and commensurate to the grade for the role.

Complying with the full range of the Council's employment relations policies.

Fulfilling all the requirements of registration with Social Work England in relation to personal conduct and fitness to practice.

Climate Change Values and Behaviours

- We strive to reduce the carbon footprint of our services by using less energy in our buildings, travelling less in our vehicles and increasing our recycling
- We encourage innovation and the generation of new ideas in the way we do things, including increasing the environmental sustainability of our services

Equality, Diversity and Inclusion Values and Behaviours

- We treat all our colleagues, residents and service users with dignity and respect. We embrace and value people's differences. We act as allies, educating ourselves, empowering others and tackling discrimination.
- We build an inclusive and fair workplace where all team members feel valued and accepted. We encourage team members, residents, and service users to contribute their perspectives to our understanding of the borough and how best to support our people. We role model inclusive behaviour in our leadership styles, and champion equality.

Special Requirements of Post

Working Conditions	None
Working Requirements and Arrangements	37 hour per week
Physical Requirements e.g. driving, lifting, and handling	None
DBS and Safeguarding Checks required	Enhanced DBS
Responsibility for Safeguarding or extent of contact with	The role is a statutory Safeguarding role.

children, young people and/or adults at risk of harm.	
Politically Restricted	No

Person Specification

Job Criteria		
Factor	Essential	Assessment method
Knowledge	<p>Demonstrable advanced knowledge and practice skills in working with vulnerable children, young people and their families - under Post Qualifying Standards The Knowledge and Skills Statement (KSS) for child and family practitioners and PCF at Advanced Practitioner level</p> <p>A sound knowledge of legislation and statutory guidance relating to childcare.</p> <p>An accurate understanding of the role, function and accountabilities of a local authority social worker with children and families.</p> <p>A good understanding of the main risks to a child's welfare, development and safety, along with a developing knowledge about how to reduce those risks.</p>	Application Form/ Interview/ Assessment
Qualifications and Training including Professional Registrations	<p>Social Work Degree with relevant Social Work Qualification</p> <p>Current registration with Social Work England.</p> <p>Accredited PQ social work award</p> <p>Desirable to have achieved Practice Educators Award</p>	Application Form and certificate
Skills & Experience	<p>4 years post qualifying practice experience as a social worker</p> <p>Ability to engage positively with children and young people, gaining their trust and confidence.</p>	Application Form/ Interview/ Assessment

	<p>Ability to undertake statutory social work assessments of need, risks, strengths, produce a sound analysis and translate that analysis into a coherent plan to improve the child's outcomes.</p> <p>Ability to communicate effectively and to write coherent reports, including reports for statutory panels and Court.</p> <p>Ability to work together, in partnership with other professionals and agencies.</p> <p>Ability to facilitate multi-disciplinary groups, including professionals' meetings and core groups.</p> <p>Ability to represent the Service and Council effectively in a range of multi-professional settings, including the Family Courts, Child Protection Conferences and Child in Care Reviews.</p> <p>Ability to demonstrate calmness and resilience under pressure and to manage the stress of working with children subject to neglect and abuse.</p>	
Our Values	<ul style="list-style-type: none"> • We Listen • We Care • We Are Ambitious • We Are Good Value For Money 	
Special requirements		
Factor	Essential	Assessment method
Occupational Requirements under the Equality Act 2010		
Factor	Desirable	Assessment method

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT and insurance documentation.

WE LISTEN | WE CARE | WE ARE AMBITIOUS | WE ARE GOOD VALUE FOR MONEY



North Tyneside Council