

Job Title:	Consultant Social Worker
Team/Service Area:	Social Care
Salary/Grade:	Grade 9
Line Manager:	Practice Development Team Manager
Direct Reports:	Not Applicable
Location:	Your normal place of work will be at Sandhill, but you will be required to work at any Company recognised workplace.

About the Role

The post holder will be responsible for supporting the Practice Development Team Manager in the successful implementation of the Signs of Safety framework within Together for Children and with partner agencies.

To work across all social care teams as agreed by Practice Development Team Manager in accordance with quality assurance and service improvement plans. This role specifically will focus on supporting the implementation of the Families First agenda across the service areas.

To work in accordance with established policies and procedures of Together for Children and Sunderland Safeguarding Board.

To manage and oversee others in the delivery of services.

To undertake assessments and interventions with the most complex children and families where required.

This role is exempt from the Rehabilitation of Offenders Act 1974 and therefore requires a satisfactory Enhanced Disclosure and Barring Service (DBS) Check.

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 development of the model, be innovative of how this could be used and delivered, ensuring that outcomes for children and young people are met.
- To provide day to day advice and guidance to practitioners and managers in relation to the Signs of Safety model and practice development.
- To work in partnership with Practice Leads across Children's Services and provide advice and guidance for them.
- To develop and promote best practice, supporting the Team Managers with operational management tasks and overseeing and supporting the work of less experienced colleagues.
- To sign off statutory assessments and reports as agreed by Managers within the Scheme of Delegation.
- Provide oversight and delegated decision-making functions, supporting the Team Managers in aspects of the management task.
- To act as a role model in terms of best practice.
- To sign off reports and plans as agreed by the Team Managers
- To have casework responsibility for the most complex cases, working within a multi- agency framework where this is necessary within the team where required.
- To design and deliver training and development sessions in line with service need.
- To undertake case file and thematic audits informing development planning.
- To support the team to undertake timely, procedurally compliant assessments, and S47 enquiries which clearly identify level of risk, or need, in relation to children and which lead to clear plans and interventions that address the identified need/s.
- Role model competent social work practice, with increased autonomy linked to level of skill, experience, and knowledge of the post holder (Professional Capabilities Framework – Advanced Level).

- Take ownership of work issues including the focus of assessments, nature, and type of work to be undertaken, reporting work progress to the Team Manager as appropriate.
- To hold the necessary Practice Educator Award and act as a practice educator for students and newly qualified social workers or be willing to show a commitment to be achieving this qualification once in post.
- To co-work cases with less experienced social work practitioners and offer opportunities for direct teaching, role modeling and mentoring with a focus on developing the skill base of staff within the team.
- To be a nominated 'Practice Champion' and be part of the Practice Champion Network in Sunderland, led by the Principal Social Worker, to promote, and disseminate information and embed any practice changes at a locality level leading to the development and promotion of consistent good practice.
- Ensure own continuous professional development in terms of emerging research, case law and other relevant policy or procedural changes.
- Act as a consultant across the teams in good practice, emerging research, case law and relevant policy changes with a focus on other staff acquiring skills and knowledge, promoting a consistent good practice approach.
- Promote employee development through adherence to policies and procedures. Provide support to the Team Managers by: -
 - Contributing to the development and delivery of the Team Plans.
 - Overseeing and determining the allocation of work.
 - Providing a quality assurance and decision-making role related to casework across the team.
 - Ensuring that practice is critically evaluated and reviewed, feeding back to individuals, and identifying any themes or trends that may need to be addressed through learning and development.
 - Ensuring timely responses, appropriate to the level of need/risk identified.
 - Making sure that assessments are safe, proportionate and have well evidenced conclusions.
 - Having the delegated authority to sign off assessments, plans and reports, as agreed by the Team Managers.
- Chair meetings in relation to children at risk or in need (e.g., strategy, core group, Child in Need, PLO, and planning meetings) where appropriate, ensuring effective information sharing, planning and review. To also act as deputy and attend PLO & CIN Panels.
- Contribute to meaningful engagement with partner agencies locally and across the city, including case discussion, problem solving, managing dispute, training and participation in multi-agency forums.

- To contribute to strategic and operational developments related to the establishment and promotion of excellent practice across Sunderland.
- To safeguard and promote the welfare of children and young people.
- Champion equity, diversity and inclusion in all aspects of your work and the communities you assist.

Our Expectations

You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post.

Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: September 2026

Person Specification – Advanced Development Practitioner

The essential requirements for this post and how candidates will be assessed are set out below. Where ‘application form’ is the method of assessment, candidates should evidence that they meet these criteria, to be successful at the shortlisting stage.

Essential Requirements	Method of Assessment
Qualifications • Educated to degree level with appropriate professional qualification: Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW) • Current Social Work England Registration; • Completion of ASYE (desirable) • Current driving licence and access to a car, or means to mobility support.	Application Form
Experience • Extensive post qualifying statutory social work within children and families in a statutory and/or third sector setting. • Extensive understanding of the Signs of Safety model of practice • Significant experience of using the Signs of Safety framework in practice • Advanced SofS Practitioner; Practice Lead • Delivering SofS training, workshops and briefings • Working across agencies promoting understanding and good practice in relation to children’s safeguarding matters • Providing technical and developmental supervision in a social care context • Supervising students and/or newly qualified social workers	Application Form
Knowledge and Understanding • Extensive knowledge of issues prevalent in cases necessitating the protection of children	Application Form

• Thorough and up to date understanding of the legislative, procedural and research base underpinning social work with children and families • Knowledge of current developments affecting the provision of Children's services including the political and social policy context.	
Skills and Abilities • Share information, obtain information and have dialogue with others, either in writing, in person or over the telephone. • Effectively engage with a range of individuals including children, parents and carers, other professionals and colleagues. • Amalgamate and use information to generate high performance at case and team level. • Apply knowledge of legislation, research and policy to the practice of social work with children and families. • Identify indicators of risk and resilience and carry out effective risk assessment. • Present and disseminate information to support learning and development for social care staff and staff from partner agencies. • Effectively chair and manage meetings. • Effectively use a PC to write reports/assessments, record information or input data. • Establish direction and influence others towards shared goals and empower, inspire and motivate individuals. Model the social work role, promote social work and decision making within and outside the organisation. • Be self-motivated, resilient and committed to excellent social work practice. • Take ownership and responsibility arising from own and others' case work appropriate to the level of the post. • Lead by example and promote excellence.	Interview
Other Requirements • Commitment to equal opportunities	Interview

Date: 27 April 2026