

# Social Work Practice Lead

## Grade 11

### **Our Vision**

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

### **Our Outcomes**

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

### **Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

### **About the Service**

In Staffordshire we want to improve the lives of all children and young people. We are using a whole system approach to enable children to be happy, healthy and safe. We are supporting families to stay together so that children can remain within a home environment wherever possible.

Our vision is to create one system, that places children and their families at the heart of all that we do. Where support is required for some families, access to this will be local. Accessible and make a difference and specialisms will work to enhance those offers.

Our Children's Social Care workforce is passionate and committed to improving outcomes for children in Staffordshire by providing a consistent, high-quality service to children and families, together with excellent working relationships with our partners and the support from a stable leadership and management team.

We are committed to a culture of shared learning and development in which everyone has a part to play to ensure that our services to children and families focusses on positive outcomes.

The role of Social Work Practice Lead will provide professional expertise and support to children's social workers and other professionals working with children in need and in care whilst maintaining expertise in frontline practice as the lead professional in a small number of complex family circumstances. The Social Work Practice Lead will ensure that interventions are evidenced based and of high-quality drawing on national best practice and research. This role supports the Team Manager and Principal Social Worker to identify individual and countywide learning needs, support delivery of training and support in relation to identified needs and to support the continued professional development of staff within the Children and Families Service. Mentoring, coaching and assessment of newly qualified and social workers within their Early Career Framework is a significant part of this role, supporting excellent social work practice across the county and therefore the best possible service for children and families.

## **Reporting Relationships**

**Responsible to: Team Manager**

**Responsible for: No line management responsibilities unless deputising for the Team Manager**

## **Key Accountabilities:**

- Provide mentoring and support to colleagues working within social work teams. This may include joint pieces of work, supporting colleagues in attending meetings and being involved in the developing their practice. This will support in building the resilience and the knowledge of our social workers.
- To role model and champion restorative practice, promoting best practice through delivery of developmental and reflective sessions. These factors will support team building in sharing and development of knowledge and skills across the workforce to ensure that the best service is provided to children and families who require a service withing Staffordshire County Council.
- To work in conjunction with the Principal Social Worker to improve knowledge and practice across children and families' service. To take responsibility for a

specific area of work to become identified as a service champion, sharing knowledge and skills across the teams. To provide training and support relating to your area of expertise and ensure live learning.

- Provide assessment and reflective supervision for newly qualified or inexperienced social workers within their Early Career Framework, including supervision of non-qualified staff in accordance with Council policy and procedures. This may also include acting as a practice teacher for student social workers. This will ensure that Social Workers are supported to develop their skills and that they progress through their Early Career Framework at the right pace, dependant upon their knowledge and skills.
- Management and allocation of resources to support the Team Manager, including making decisions about non-statutory service thresholds, allocating new referrals and assessments to non-qualified social work staff.
- To undertake quality assurance activity and comply with quality assurance expectations. This may include the completion of audits or observed practices. Learning from quality assurance will improve practice across children and families by understanding areas of strength and areas for development. This information will be used to provide an evidence base to consider within the assessment of social workers and in addition to this, will be a part of formal quality assurance expectations as required within the organisation.
- To maintain expertise within frontline practice, identified as lead professional for a small complex number of allocations. These will relate to children and families where significant experience and skills in social work practice in required. This will ensure the best service is provided to children and families who require a service and require significant expertise and knowledge to support them.
- To maintain accurate and up to date records using the Children's social care electronic management systems
- To prepare for and participate in professional supervision sessions and staff meetings and make use of all available training and development opportunities
- To develop new ideas and contribute to the evaluation and development of services both within and outside of the organisation to improve practice within Staffordshire. Identifying gaps in service provision within and externally to the Local Authority, giving consideration to how these gaps can be resolved and to strengthen multi-agency working with partners and internal colleagues.
- To deputise in the absence of the team manager in providing management support for a team.

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the Principal Responsibilities of the job.

This role is a Hybrid Flexible Worker. This means that the role is able to utilise flexible and mobile working. Many services and customers span across the County and therefore you may be required to work at any location in Staffordshire.

The post holder is required to contribute to the achievement of the Council objectives through:

### **Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

### **People Management**

Engaging with People Management policies and processes

### **Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

### **Climate Change**

Delivering energy conservation practices in line with the Council's climate change strategy.

### **Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.














### **Safeguarding**









Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**

A = Assessed at Application  
I = Assessed at Interview  
T = Assessed with Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
  	<p><b>Qualifications/Professional membership</b></p> <p>Recognised qualification in social work (Dip/SW, BA, MA Or equivalent)</p> <p>Social Work England Registration.</p> <p>Full UK driving licence</p>	<p>A</p> <p>A</p> <p>A</p>
         	<p><b>Knowledge and Experience</b></p> <p>Significant post qualifying experience</p> <p>Significant experience of working in a statutory children's social work team. This could include child protection, looked after children, leaving care, children with disabilities, adoption and fostering</p> <p>Experience of providing mentoring or support to colleagues, formal or informal</p> <p>Extensive knowledge of legislation and guidance underpinning delivery of children's social care e.g. Childrens Act, Working Together, Adoption Act, Every Child Matters</p> <p>In depth knowledge of the role and functions of partner agencies</p> <p>Experience in embedding practice recommendations following the completion of Quality Assurance Functions</p> <p>Mentoring and support provision to qualified and non-qualified social work staff or foster carers</p> <p>Knowledge and experience of Reflective Supervision</p> <p>Ability to assess and observe social workers against the (Knowledge and Skills statements) KSS and (Professional Capabilities Framework) PCF and present assessment findings within a report</p>	<p>A</p> <p>A</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, T</p> <p>A, I, T</p> <p>A, I, T</p> <p>A, I, T</p>

          	<p><b>Skills</b></p> <p>Effective time management and organisational skills</p> <p>Ability to complete high quality, timely and accurate assessments, including assessment of risk</p> <p>Ability to work with a high level of autonomy, but exercise an awareness of safe working practice</p> <p>ICT skills (word processing and electronic management systems)</p> <p>Effective verbal and written communication skills to engage with a range of audiences</p> <p>Ability to meet deadlines and set and deliver targets</p> <p>Ability to measure and evaluate practice against standards, e.g. KSS and PCF</p> <p>Mentoring and/or coaching experience</p> <p>Analytical Skills</p> <p>Presentation skills, leading training</p>	<p>I</p> <p>I</p> <p>I</p> <p>I, T</p> <p>A, I, T</p> <p>I</p> <p>I, T</p> <p>A, I, T</p> <p>I</p> <p>T</p>
  	<p><b>Other Information</b></p> <p>This post is designated as an essential car user</p> <p>Enhanced DBS [Plus Childrens/ Adults Barred list]</p> <p>Self-motivation</p> <p>Enthusiasm</p> <p>Ability to work irregular and unsocial hours as required</p> <p>Ability to travel across Staffordshire</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting  
Talent & Resourcing Team 01785 278300