

Consultant Social Worker Educator

Grade 10

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

Have access to more good jobs and share the benefit of economic growth

Be healthier and more independent for longer

Feel safer, happier and more supported in their community

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, 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 Role

Based in the Adult Social Care and Safeguarding Department (ASC & SG) reporting to the Deputy Principal Social worker and Assistant Service lead.

The role will support work within the Workforce development team for Adult Social care to create and implement strategies to recruit, retain and develop the social care workforce including growing talent from within Staffordshire County Council.

The role will assist in the design of an Adult Social Work and Safeguarding education and development programme and is responsible for the operational implementation and monitoring of the programme to support Staffordshire's One Adult Social Care vision. This will further include, supporting the assessment of Newly qualified social workers throughout their assessed year in practice and provide co-ordination and support to candidates undergoing the Think Ahead programme.

The role will practice in a strengths-based way, ensuring that people can access educational opportunities, post qualification training and continuous professional development (CPD), enabling them to realise their potential, meet their learning objectives and where relevant maintain their professional registration.

Reporting Relationships

Responsible to: **Assistant Workforce Service Lead**

The Consultant Social Worker Educator is accountable for:

1. Leading and monitoring the implementation of the Adult Social Work and Safeguarding education and development programme to assess its effectiveness.
2. Working collaboratively with the people working in the ASC & SG Division, registered Social Workers and associated registered Professionals working in other areas of the Adult Social Care internal business to assess learning requirements and identify skilled individuals to inform the Adult Social Work and Safeguarding education and development programme.
3. Providing direct leadership to the Workforce Co-ordinator, and co-ordinating the operational aspects of workforce development, ensuring appropriate numbers of staff are working towards post qualification awards to ensure the authority can discharge its statutory duties.
4. Working collaboratively across internal divisions, and directorates, and externally with the Social Work Learning Academy, other organisations, regulatory bodies, and education providers (schools, colleges, and

universities) to implement and achieve the aims of the Adult Social Work and Safeguarding education and development programme.

5. Overseeing the provision of quality social work education and delivering educational programmes within the County Council ensuring they align where relevant with programmes of external partner agencies to support and maximise the opportunities of people working in adult social care.
6. Co-ordinating and commissioning of pre- and post-social work registration specialist education to support the ongoing learning for our social workers. Supporting workforce development approaches so that qualified social workers can evidence continuing professional development and meet Social Work England registration requirements.
7. Practicing as a supportive member of a team, planning, actioning, monitoring, and evaluating work with the support of their line manager, working in leading a defined area (in accordance with service priorities).
8. Promoting the Work Based Supervisor, Practice Educator role and supporting practitioners to enrol on relevant qualifying programmes to attain these roles.
9. Assisting University placement teams and the Social Work Learning Academy (SWLA) in processing student / apprenticeship applications. Matching students to Practice Educators and supporting Practice Educators in addressing any issues that may arise while students are on placement with Staffordshire County Council.
10. Assisting the Workforce Development Budget owner ensuring that all income and expenditure relating to social work education is accounted for and invested to best support ASC practitioners.
11. Working with Local Authority colleagues and the SWLA to promote and implement our apprenticeship programme.
12. Accessing and utilising local and national networks to share information and experience in delivering best practice in social care education and develop local networks where relevant.

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 through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
 	Qualifications/Professional membership <ul style="list-style-type: none"> Social Work Degree or equivalent Practice Educator qualification. Registration with appropriate professional body. 	A/I A
	Knowledge and Experience <ul style="list-style-type: none"> Significant experience in the Social Work field including engaging people in the key legislative areas of Care Act, Mental Capacity Act, Mental Health Act Knowledge of the frameworks and practices that promote knowledge and experience of applying a strengths-based approach to Adult Social Work. Demonstrable experience in the development and delivery of Social Work training. Knowledge of relevant quality and professional standards relevant to the Social Work Profession. An understanding of Information Governance, Data Protection, professional standards, and Adult Safeguarding Principals. Experience of managing and implementing change. 	A/I A /I A/I A/I AI
	Skills <ul style="list-style-type: none"> An ability to practice in a strengths-based way supporting people, peers and senior colleagues in promoting and applying strengths-based values. 	A/I

	<ul style="list-style-type: none"> • Ability to engage with others and communicate at all levels both verbally and in writing 	A/I
	<ul style="list-style-type: none"> • An ability to work collaboratively across internal and external professions and organisations, including Further Educational Institutes, third sector organisations and Social Work professional organisations, educational and learning. 	A/I
	<ul style="list-style-type: none"> • Working knowledge of IT and the ability to work effectively with electronic recording systems 	I
	<ul style="list-style-type: none"> • An ability to work as part of a team including multi-disciplinary working with adults, carers and other professionals 	A/I
	<ul style="list-style-type: none"> • An ability to self-motivate, an ability to reflect on own practice and apply critical thinking/analytical skills 	/I
	<ul style="list-style-type: none"> • An ability to manage time, prioritise work and meet deadlines, work effectively and support team, individuals and students. 	I
	<ul style="list-style-type: none"> • Ability to analyse data; carry out audits; and formulate reports. 	I
	<ul style="list-style-type: none"> • An ability to participate in training delivery as and when required. 	I
	<ul style="list-style-type: none"> • Ability to challenge stigma. 	I
	<ul style="list-style-type: none"> • Ability to reflect openly on own strengths and development needs, related to the work role within supervision sessions. 	I
	<ul style="list-style-type: none"> • Ability to work under pressure and use resilience strategies. 	I

	<ul style="list-style-type: none"> • A commitment to equality of opportunities, and anti-oppressive/anti-discriminatory, anti-racist practice. 	I
	<ul style="list-style-type: none"> • A champion for the values and objectives of well-being, prevention, early intervention, and values in supporting people to enable themselves to exercise choice and control over their lives 	I
	<ul style="list-style-type: none"> • Confidence to resolve conflict and confrontations. 	I
	<ul style="list-style-type: none"> • An ability to prepare concise regular written reports 	I
	This post is designated as a casual car user	A/I



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 the **Talent & Resourcing Team 01785 278300**