Job Title Practice Development Officer

Grade 8

**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 the people of Staffordshire
* 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

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can.

**About the Role**

• Assist the Principal Social Worker, Deputy Principal Social Worker and workforce development colleagues to promote a range of evidence-based practice approaches across the children and families system, embedding a culture of learning and reflective practice.

• Assist the promotion of practice excellence underpinned by research and national, regional and local data and audit findings, in doing so, contributing to the operational development of teams and services and supporting and developing best practice across the County.

• Assist the Deputy Principal Social Worker in disseminating learning from local and national audits, outcomes from learning reviews, complaints, workforce feedback and the interpretation and implementation of statutory guidance to directly improve practice across the system and outcomes for children and their families.

Reporting Relationships

Responsible to: Deputy Principal Social Worker

Key Accountabilities:

1. To assist the Principal Social Worker and Deputy Principal Social Worker to work with colleagues across the children’s and families system to promote evidence-based practice across teams and services underpinned by changes in legislation and statutory guidance to improve practice and delivery of services across children and families system.

2. Under the supervision and guidance of the Deputy Principal Social Worker support evaluations of practice, offering support and guidance for observations of practice and audit activity and the collation and dissemination of learning to embed a culture of learning to improve outcomes for children young people and their families.

3. To support Principal Social Worker and Deputy Principal Social Worker to identify with others key practice issues across the system and agree action plans as part of a learning culture to improve practice across children and families system.

4. Develop restorative relationships with colleagues across children and families system and with partners to be aspirational in the delivery of outcomes for children young people and their families.

5. Under the guidance of the Deputy Principal Social Worker assist colleagues in Performance Quality Assurance and Engagement Team in the review and development of local policies and procedure and assist the implementation across children and families system.

6. Support the review and the development of training and assist developments relating to practice to embed a culture of learning across children and families system.

7. Under the guidance of the Quality Assurance and Performance lead, support learning from auditing, observations of practice and performance to ensure clear messages and future plans for training/development are achieved to improve practice.

8. Support and disseminate learning across the system regarding Safeguarding Practice Reviews and support the business to ensure appropriate learning plans are in place.

9. Under the guidance of Principal Social Worker, Deputy Principal Social worker, and Quality Assurance and Performance Lead, support the co-ordination of evidence-based learning reviews to support a culture of learning and continuous improvement.

10. Support the co-ordination of relevant Practice Weeks across the children and family’s system.

This post is designated as a casual car user

**Professional Accountabilities:**

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 through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**  • NVQ Level 3 or above, or equivalent in a childcare related subject, or demonstrable experience in a relevant field. | A/I/T |
| **employer_small** | **Knowledge and Experience**   * Experience of working in a children and families setting * Understanding of legislation and statutory guidance in relation to children and young people * Experience of contributing to the development of policies and procedures. * An understanding of how services for children operate in Local Authorities and how this can be improved through integration with other agencies * Ability to analyse and interpret information to make recommendation for training/improvement in practice. * Ability to work restoratively with individuals and groups. * Experience of supporting teams and services linked to service improvements * Ability to understand research and evidence-based practice and to share this with others and to influence practice * Experience of working with a range of stakeholders and ability to influence change | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small** | **Skills**   * Good communications skills * Outcomes orientated * Ability to build and establish effective relationships * Commitment to development of restorative practice * Competent in using a range of ICT packages * Eye for detail and accuracy * Commitment to improving outcomes of children and young people * Commitment to own personal development * Excellent influencing skills   This post is designated as a casual car user | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |

**employer_small** 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