

Senior Practitioner Futures Matters

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.
- We will work to ensure that Staffordshire education and skills system is the passport to opportunity for our children and young people.
- We will work to ensure that Staffordshire Looked after children and are cared for in their family or extended family network.
- We will recognise that Statutory interventions are a last resort.
- We will work towards ensuring that Staffordshire children where possible are cared for within Staffordshire.

- We will recognise and build upon the strengths of Staffordshire children and families.

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. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

Reporting Relationships

Responsible to: Futures Matters Manager

About the role

- To support the Team Manager - Futures Matters in the supervision, advice guidance and personal development of Futures Matters Intensive Support Workers.
- Provide advice, guidance and support to District and Central Leads, Team Managers and social work colleagues in relation to individual children and young people who require an intensive support package.
- To provide technical advice and expertise across the Childrens System in

relation to the reunification of young people and those young people stepping down from a residential placement to a fostering placement.

- Promote strength-based relationships in all aspect of work undertaken within Futures Matters, staff, partners, colleagues and children and families.

Key Accountabilities:

- To support the Team Manager for Futures Matters in the supervision, advice, guidance and personal development of Future Matters Intensive Support Workers.
- Where appropriate hold and manage or co-work more complex work in Future Matters.
- Support Futures Matters Team Manager in allocating work to the team, prioritising according to need and responding to any unplanned/urgent requests for support.
- To provide advice, support and guidance to Futures Matters Intensive Support Workers and practitioners in the District regarding intensive packages of support for children on the edge of care, reunification and support to prepare young people to move from residential to foster placements.
- To work collaboratively across the districts and with other partner agencies to ensure that those children and young people on the edge of care are identified and receive timely support, working restoratively to enable families to remain together where it is safe to do so.
- To be responsible for the ongoing awareness raising of practitioners across the children's system in relation to the range of intensive interventions and support offered by Futures Matters.
- Representing the Local Authority at meetings/forums as deemed appropriate by the line manager.
- To identify and utilise national, regional, and local research to inform evidence-based practice to share with practitioners across the Childrens System.

- Ensure that work contributes to the achievement of all agreed performance targets at an individual, team and service level.
- Participate in the formulation of new initiatives and policy across the system as appropriate.
- Attend and contributing to training courses as agreed by the line manager, and to ensure personal development is maintained in accordance with the requirements of Social Work England.
- Develop good working relationships with other agencies including other Local Authorities and colleagues across the Children's and Families System.
- Undertake any other reasonable duties commensurate with the grade and nature of the post.

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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Degree level qualification or equivalent • Relevant Social work qualification • Registration with Social Work England 	<p>A/I</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Substantial post qualification experience • Relevant training & experience in safeguarding • Experience in a wide range of aspects of the social work role • Understanding of the key pieces of legislation in place in respect of children’s welfare & safeguarding • Understanding of the assessment process • A clear understanding of “Working Together to Safeguard Children” and “Care Matters” and Care planning Regulations • Understanding of the structures and systems in place which provide the framework for undertaking all relevant duties • Understanding of the effects of problematic situations experienced by the children and families with whom we work • Sound knowledge of child development • Knowledge of family dynamics and effect on children’s lives • Knowledge of the effects of disability and chronic illness on children and families 	<p>All A/I</p>

	<p>Skills</p> <ul style="list-style-type: none"> • An ability to undertake high quality timely assessment, planning, monitoring and review of individual families • An ability to involve children, their parents and other relevant carers in the processes outlined above • The ability to work as part of a team and to contribute to the development of services through a team approach • Skills in direct work with children and adults • Good communication skills at all levels • Ability to prioritise work and manage competing demands • High level recording and report writing skills • High standards of ICT literacy and skills • Car Driver (suitable adjustments made in line with Disability Discrimination Act 1995) • Ability to work in partnership with other agencies supporting children in achieving their identified outcomes. • Commitment to Equal Opportunities and anti-discriminatory practice • A flexible approach to undertaking the social work task • Commitment to high quality services for children and their families • Commitment to personal growth and development 	<p>All A/I</p>
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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 **Shared Services on 01905 947446**