

<b>Post No. :</b>	AP845
<b>Post Title:</b>	Senior Social Worker - Practice Development
<b>Directorate:</b>	Children's
<b>Division:</b>	Childrens Social Care and Early Help
<b>Section:</b>	
<b>Reports To:</b>	Team Manager
<b>Location:</b>	Various
<b>DBS Status:</b>	Enhanced check with a Children's Barred List check
<b>Grade:</b>	Grade H3

### Role Purpose

- To support the Team Manager in the effective and efficient running of the team bringing added value through experience
- Ensure that children and young people are safeguarded and protected from harm, and positive outcomes are promoted through timely intervention.
- To work collaboratively with partner agencies, children, young people and their families to assess their needs and plan and deliver services in accordance with Blackpool Children Services policies and procedures.
- To support the implementation of the Accreditation and Assessment Criteria as proposed by the Department for Education Knowledge and Skills Statement
- Carry a complex caseload
- To coach and mentor less experienced staff including Family Workers and Newly Qualified Social Workers undertaking their Assessed Year Supported Employment
- To support the Team Manager, Senior Managers and Principal Social Worker with Continuous Professional Development and promote learning environment that encourages learning and utilises evidence informed practice.
- To work within current legislation as well as the procedural framework of Blackpool Council Children's Services

**The role purpose and main duties and responsibilities of this role have been mapped to and are aligned with the Knowledge and Skills Statements for social work.**

### Main Duties and Responsibilities

- Ensure through effective leadership that partnership working with children and families is at the core of practice.
- Promote practice that builds effective relationships with children and families to understand their needs and views and ensure co production and participation is embedded in practice
- To be able to communicate effectively in highly charged, complex or challenging circumstances and support staff to learn these skills within Early Help, Children in Need, Child Protection and Children in our Care and Court arenas.
- Maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation, for example, AIM assessments, practice educator responsibilities.
- Support workers to develop expertise in a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service, promoting use of evidence, research and theory to support practice in complex and changing circumstances.
- Make pro-active use of own personal supervision to extend effective practice, reflection and career development and to meet the objectives of Individual Performance Appraisal and promote this culture in the workforce
- Provide reflective support to staff as relevant to the needs of the team, e.g. support staff induction, newly qualified social workers, students, as part of further learning identified through audits.
- Maintain accurate, up to date records safely and confidentially in accordance with Blackpool Council's

<p>policies and procedures.</p> <ul style="list-style-type: none"> <li>• Model and embed effective assessment and management of risk in complex situations, including positive risk taking approaches.</li> <li>• Promote a learning environment by supporting the Practice Lead in developing and delivering learning circles and implementation of the Accreditation and Assessment process.</li> <li>• Carry out all duties in accordance with the Council’s Equal Opportunities Policy and other policies designed to protect employees and service users from harassment. It is the duty of the post holder not to act in an oppressive or discriminatory manner towards employees or service users. The post holder should respond to such practice or behaviour by challenging or reporting it.</li> <li>• (For social work qualified staff) Meet the requirements of the Knowledge and Skills Statement to Operate at an Advanced/managerial Level and of the requirements of registration with the HCPC in respect of practice standards, conduct and professional development</li> </ul>
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Qualifications	Please mark which are Essential or Desirable ☑	E/D
<ul style="list-style-type: none"> <li>• Professional Qualification in relevant specialism e.g. Social Work Practice: Degree/DIPSW, Probation</li> </ul>		E
<ul style="list-style-type: none"> <li>• Registration with HCPC or other professional body, where appropriate</li> </ul>		E
<ul style="list-style-type: none"> <li>• PQ Child Care Award</li> </ul>		D
<ul style="list-style-type: none"> <li>• Trained as a Practice Educator</li> </ul>		D

Knowledge, Skills and Experience	Please mark which are Essential or Desirable ☑	E/D
<u>Knowledge</u>		
<ul style="list-style-type: none"> <li>• Significant knowledge of working within a legislative framework which is underpinned by Statute and promotes the welfare and safeguarding of Children and Young People</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge of the application of the continuum of need.</li> </ul>		E
<ul style="list-style-type: none"> <li>• Significant knowledge of Social Work Theory and Research with the ability to use and inform evidence based practice including Blackpool’s operational model, risk sensible and resilience framework</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge of the principles of Early Help</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge of undertaking complex assessments in relation to, sexual, physical, emotional abuse and neglect and parents’ capacity to effect change and protect in order to oversee and quality assure these going forward.</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge in order to chair complex meetings and /or present information in a concise professional manner in at times emotionally charged forums, including Early Help, Child in Need, Child protection, Children in Care and court arenas/forums.</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge in working with families with multifaceted needs, including Substance Misuse, Domestic abuse and poor Emotional Wellbeing.</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge of managing risks and promoting positive outcomes for children and their families</li> </ul>		E
<ul style="list-style-type: none"> <li>• Substantial knowledge of assessing, planning and reviewing individual needs of children, young people and families and intervening and an appropriate level to ensure positive outcomes and permanence is secured within a timely manner.</li> </ul>		E
<ul style="list-style-type: none"> <li>• Considerable knowledge of adult learning theory</li> </ul>		E
<ul style="list-style-type: none"> <li>• Considerable knowledge of the Whole Family Approach</li> </ul>		E

Skills

- Ability to communicate effectively with children, young people and families eliciting the voice of the child and ensuring it is heard within practice. E
- Ability to communicate effectively with practitioners and managers E
- Ability to work in partnership with agencies E
- Excellent presentation and communication skills E
- Ability to motivate and develop others E
- Proven ability to offer constructive challenge E
- Ability to work as part of a team but also to work independently
- Ability to contribute to the development of and deliver the practice standards across the whole of Children’s Services and where relevant to support the implementation of the Accreditation and Assessment process E
- Ability to apply the continuum of need across Early Help and Statutory services E
- Ability to identify issues, think creatively and to identify solutions to complex problems E
- Ability to influence culture change E
- Proven IT skills with integrated children systems E
- Ability to manage self E
- Ability to adhere to and embed the following of policy and procedures, including any practice standards E
- Ability to meet and embed a culture of high support, high challenge with an emphasis on good practice E
- To model good practice and be able to meet deadlines, and display organisational skills E
- To implement a care planning protocol and embed this within teams
- Chair a range of practice focused and practice management meetings E

Experience

- Substantial experience of working in an Early Help or statutory Children’s Social Care setting within primary and secondary legislative framework and policies and procedures E
- Substantial experience of working with and managing complex matters across the spectrum of Early Help, Child in Need, Child Protection and Children who are on the edge of care or in care. E
- Substantial experience of developing plans, managing risk and ensuring that intervention is provided as early as possible to prevent escalation into higher need. E
- Substantial experience of applying the continuum of need to support a step up/ step down model

<p>where children and families receive the right support at the right time</p> <ul style="list-style-type: none"> <li>• Substantial experience of collaborative working with partner agencies, understanding professional roles and responsibilities.</li> <li>• Substantial experience of delivering or overseeing evidence based programmes</li> </ul>	E
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**Initiative and Independence**  
 The post holder will be expected to work within policy and procedure and legislative frameworks. Whilst they will be tasked through allocation of work they will be expected to prioritise their work load and meet dead lines

**Relationships/Nature of contacts**  
 The post holder will have professional working relationships with clients, and due to the nature of their work there is a risk of aggression and abuse that would be managed through organizational policy and procedure. Professional relationships with other social workers, managers and senior manager, colleagues from partner agencies such as the police, education, health, early help and voluntary and private services

**Responsibility for Resources (Financial, Physical, Capital, Information)**  
**Financial Resources**  
 Whilst the post holder will not be directly responsible for an individual budget, their assessments and practice will influence how the children service budget is spent, therefore, an understanding of budget management is required.  
**Physical Resources**  
 Responsible for smart phone, computer and confidential data

**Responsibility for People (including supervision/training of staff or clients)**  
 Supervision of students, Early Help Staff and qualified social workers, this will include personal and case supervision, including reflective case discussions

**Mental and Emotional Demands**  
**Mental Demands**  
 The nature of the post mental attention is required all the time. This will include conversing concise factual information to members of the public other professionals and colleagues face to face, over the telephone and through report writing. The post holder will be required to record information and check documentation. They will be accepted to meet competing demands and prioritise their work load and the work of the team to manage competing demands  
**Emotional Demands**  
 The post holder will be working with disadvantaged individuals who are vulnerable. They will be working within situations where mental health, domestic abuse, substance misuse, physical disability, sexual, physical, emotional abuse and neglect are likely to be prevalent factors.

**Planning Requirements**  
 The post holder will be responsible for planning in relation to the families who they work with. Plans can pre birth to adulthood. It is unlikely the individual would be responsible for the plan throughout the whole period.

**Key Facts and Figures**

**Working Conditions** (This information is used to carry out any pre-employment medical questionnaires and to evaluate the Job Evaluation Working Conditions factor)  
**Manager Assessment of Working Conditions** (percentage of time involved)

## Job Outline

Manual Handling – Heavy Loads (over 25KG)	0%	Manual Handling – Light to Moderate (under 25KG)	0%	Vibrating plant/ tools/ equipment	0%
Noise	0%	Repetitive work activity/ operations	0%	Prolonged standing/ walking	0%
Prolonged sitting in a constrained position	0%	Confined spaces	0%	Extremes of temperature (e.g. very hot / cold)	0%
Adverse weather conditions (e.g. frost, rain, etc.)	0%	Working at Height	0%	Driving HGV/ LGV/ PCV/ Minibus	0%
Fumes, dusts, gases, etc.	0%	Solvents, oils, paints, degreasers, etc.	0%	Pesticides, herbicides, insecticides	0%
Detergent or other cleaning chemicals	0%	Biological hazards (e.g. vomit, urine, blood, sharps)	0%	Display screen equipment	50%
<b>The job involves working with (percentage of time involved)</b>					
Plant and/or machinery	0%	Vehicles (including driving)	0%	Electricity	0%
Welding	0%	Food Handling	0%	Animals	0%
Working alone	10%	Working with vulnerable people	20%	Working with people with special needs	0%
Working with members of the public	20%	<b>Other (please state):</b>			
<b>Frequency of Risks that may apply whilst working in a people related environment</b>					
Risk of Abuse	Weekly	Risk of Aggression	Weekly	Risk of Injury	unlikely

## **Vision and Values**

Blackpool Council's new Council Plan outlines what our vision and priorities will be during from 2015 to 2020.

Blackpool might be the biggest and the brightest but it isn't without its challenges. We've have major social and health issues to deal with, whilst needing to develop and innovate so our town meets the changing desires of modern day audiences.

We need to take advantage of other opportunities - in fields like energy generation - with the same vigour our predecessors had, when building iconic attractions such as the Winter Gardens, the Tower and Tower Buildings, the Pleasure Beach, and of course the true one-off that is the Blackpool Illuminations.

Our vision for Blackpool is that it will be:

"The UK's number one family resort with a thriving economy that supports a happy and healthy community who are proud of this unique town"

### **Our Priorities**

We have two priorities:

- Priority one - The economy: Maximising growth and opportunity across Blackpool
- Priority two - Communities: Creating stronger communities and increasing resilience

### **Our Values**

- We are **accountable** for delivering on the promises we make and take responsibility for our actions and the outcomes achieved
- We are committed to being **fair** to people and treat everybody we meet with dignity and respect
- We take pride in delivering **quality** services that are community focussed and are based on listening carefully to what people need
- We act with integrity and we are **trustworthy** in all our dealings with people and we are open about the decisions we make and the services we offer
- We are **compassionate**, caring, hard-working and committed to delivering the best services that we can with a positive and collaborative attitude

### **Equal Opportunities:**

We do our utmost to ensure that there is no unjustified discrimination in the recruitment, retention, training and development of staff on the basis of their age, sexuality, religion or belief, race, gender or disabilities.