



Role Title	Senior Practitioner
Job Family	Strategic People
Competency Level	Principal Officer/Manager
Pay Range / Scale	PO4 - PO5
Purpose To develop and operationally manage the service. To ensure quality and value for money at all times. To ensure the service complies with relevant legislation, regulations and policies. To undertake assessments, determine care packages/support plans and manage a range of the most complex caseloads to maintain or improve the wellbeing of children and young people. To work with families in assessing their needs, determining the appropriate support plan / care package and ensuring its implementation to maintain or improve wellbeing. To professionally guidance, support and leadership and social workers and other allied professionals.	
Generic Accountabilities	End Result/Outcomes
Plan and organise work to ensure the delivery of those aspects of the service for which responsible.	Work is completed on time and to the quality and standards required. Changes to priorities are accommodated. Service is delivered to organisational requirements and reflects customer and stakeholder requirements, within organisational constraints. Professional and legal compliance is assured.
Undertake / support consultation procedures. Identify issues, resolving as appropriate and escalating complex problems if necessary.	Activities are undertaken according relevant guidelines / regulations / procedures. Customer / stakeholder views are available to inform recommendations. Data and measurements are accurately recorded.



Collate process and analyse complex information. Ensure all required records and information are maintained correctly.	Information / applications are processed according to procedure. Information is managed efficiently and accurately. Data is recorded and stored in compliance with national standards and can be shared, as appropriate, with other agencies.
Prepare and present results / responses / reports / recommendations.	Accurate, complete and relevant information / reports are provided for internal and/or external use. Issues are clearly summarised, progress and implications are reported. The council's position is clearly stated.
Provide authoritative advice, guidance and support to colleagues, customers and stakeholders. Respond to and investigate enquiries / escalated complaints.	Information, advice and support are accurate, timely and constructive. Problems are identified. Issues are managed through to a satisfactory conclusion, or escalated if appropriate. Risk to the Council / customers is minimised.
Contribute to identifying and delivering information / activities to support service delivery / promote the service area /.	Requirements are effectively identified. All materials / activities are delivered to the required standards and timescales. Information / activities achieve desired results.
Challenge customers' practice and minimise risk, referring concerns to line manager.	Customer risks are assessed. Relevant health, safety and welfare requirements are met.
Work closely with others to clarify changing requirements. Identify, recommend and support the development and delivery of improvements. Contribute to the development and implementation of	Improvement opportunities and plans to achieve them are identified and recommended. Agreed improvements are developed, delivered and evaluated.



policies, procedures and systems.	Changes are effectively communicated to others.
Lead projects or improvement programmes, or contribute to the delivery of larger projects	Practical, effective solutions are developed and delivered in accordance with legislative requirements and good practice guidelines and address any relevant environmental / conservation / technical / design issues. Projects are delivered to agreed specification, timescales and budgets. All project documentation and reports are completed correctly.
Support others in their development, including external organisations / customers where appropriate.	Identify any changes that may impact the service / profession. Contribute to the development of others (e.g. through sharing knowledge and skills, acting as a coach or mentor, or providing feedback).
Develop good working relationships and communicate effectively with internal / external organisations / partners and stakeholders. Represent specialist area internally and / or externally. Model, demonstrate and promote good practice relevant to the role.	Relevant work area reputation is maintained or enhanced. Stakeholders are engaged with activity relevant to them. Positive feedback is received from stakeholders. Communications are clear, well planned and effective. Best practice is shared and promoted.
Support partnership agreements and partnership working within area of responsibility.	Activities which support partnership working are effectively delivered. Partnership working groups produce valid and timely outputs.
Contribute to service / business plans for area of responsibility and to wider service planning and development activities.	Service / business plans reflect input.



Contribute to budget planning as required.	
Quality check documents, decisions and / or presentations before delivery	All work meets the required standards
Act in accordance with all policies and procedures which apply to the job and understand the reasons for this.	All policies and procedures are complied with.
Job Specific Accountabilities (PO4)	
Engage with families to understand their needs. Conduct statutory and / or complex / specialist assessments of the more vulnerable children and young people and to determine intervention / referral to the appropriate service. Use strengths-based conversations to co-produce outcome-focused assessments and plans that draw on strengths, build capacity and effectively safeguard children.	Identify and respond to needs at the earliest possible opportunity, working in partnership with families and their networks to build independence and resilience. Use simple language that meets children and families where they are, embedding cultural competency in your interactions. Share relevant and timely information to manage risk in partnership with relevant responsible authorities, according to procedure. Effectively identify, record, evaluate and reduce risk to the health, safety and wellbeing of children and the public.
Plan, deliver and oversee programmes or packages of care and/or support or other interventions for a complex caseload. Monitor and where appropriate review cases.	Where possible, gain families' consent to share information with relevant agencies. Consider and respect families' cultural beliefs throughout your work. Consider social structural context and inequalities in assessments, planning and review. Deliver / co-ordinate provision of agreed intervention. Provide support to children, young people and carers to the required standards and timescales. Continue to evaluate the assessed needs of children,



	young people and/or carers. Take timely appropriate action and record any risks identified. Prioritise the protection of children and young people. Implement statutory duties where required. Achieve value for money.
Liaise with and provide professional expert advice and guidance to colleagues and partner agencies in supporting children and young people.	Provide professional advice and interpretation on procedures, policy, legislation, systems, methods etc. Identify children's risks and escalate as appropriate. Using a trauma informed approach, work in partnership with allied agencies that can offer specialist support. Initialise reflective discussions with your professional network, particularly at key moments e.g. when work with a family feels 'stuck' or following a significant event. Share agreed clear, accurate and appropriate information via the most appropriate channel. Take timely actions that are appropriate to the known circumstances. Represent the views of the children and young people when appropriate.
Maintain properly documented children's files, records and information. Prepare standard reports as required.	Provide timely, clear record of actions, circumstances and decisions. Manage information in compliance with LBWF requirements, legislation and best practice.
Mentor and support colleagues in their	Assess the professional practice of others to ensure



development.	required standards are achieved, offering guidance as appropriate. Identify any changes that may impact upon the service / profession. Contribute to the qualification and development of your colleagues by sharing knowledge, skills and experience; acting as a coach, mentor or placement supervisor; and providing feedback and collaborating on creative problem solving. Develop the practice of others through regular reflective supervision for those where there is a direct report and to others in the team/service when required. Promote the professional capability framework. Actively participate in supervision and performance appraisal
Carry out all duties with an awareness and understanding of the safeguarding requirements within area of responsibility.	Ensure work complies with all safeguarding policies and procedures that apply to the role. Ensure behaviours and actions support the safeguarding of children and young people as appropriate. Chair safeguarding meetings/investigations as required.
Proactively seek out professional development opportunities, skills and behaviours, particularly ones that promote cultural competence, diversity and inclusion.	Take responsibility for identifying and pursuing own professional practice and development needs. Regularly self-assess against the Social Work Professional Capability Framework and Professional Standards and keep up to date with associated practice where appropriate and required. Promote use of research and excellence in practice



	that is evidence based. Maintain an evidence log for achievement against objectives, behaviours and learning activities. Participate in regular practice reflection and supervision through the lens of privilege, power and intersectionality. Use reflective group supervision to build trusting professional relationships to provide a strong system of support for families, and provide support to ASYE social workers.
Act in accordance with all policies and procedures which apply to the job and understand the reasons for this.	Comply with all policies and procedures.
Model high quality professional behaviour and to develop and promote relational practice within the service. Contribute to the strategic development of the service. Undertake service planning and service review activities.	Work with the Head of Service and Team Managers in managing the development of the service ensuring it continues to improve and responds to changing need. Work with other managers to ensure practice in the service is of the highest standards and that performance information is readily available, analysed and used to inform current and future working practices. Review processes, and incorporate the wishes and views of service users and their carers. Promote and ensure practice quality standards. Ensure correct and timely implementation and compliance of staff in use of tools and systems. Communicate current practice issues to members of reflective practice supervision groups.
Represent the service at departmental / other agency working parties.	Represent the Corporate Parenting service in any meetings as required.



Job Specific Accountabilities (PO5)	
Provide expert advice on contentious, complex social work matters using tact, persuasion and sensitivity, within the application of operational guidelines. Challenge practice and minimise risk, referring concerns to line manager.	Safeguarding risks are holistically assessed and effective plans developed that minimise those risks. Relevant health, safety and welfare requirements are met.
Coaching and support to groups of social workers carrying out diverse tasks within children's social care. Ability to assess effectively the performance and development needs of social work staff	Staff are effectively supported and this helps to keep children safe and well.
Develop professional expertise in a specialist area and contribute to the development of policy and procedures in certain practice areas and offer training workshops and other learning and development opportunities to the service and others as required. Develop imaginative solutions / responses to complex situations, using fresh and innovatory thinking. Take a lead role in monitoring and evaluating policy, practice and provision affecting the whole service, for making recommendations for change and for managing the subsequent implementation.	The service evolves in response to changing demands, legislation, local initiatives and there is evidence of continuous improvement. Quality assurance is effective in identifying areas for improvement and plans to address those areas are impactful.
Act as duty manager as required by the team management.	Services continuity is maintained at all times
Nature of Contacts	



Typically involves Heads of Service and Senior Managers across the authority, and external agencies and organisations providing advice.

Work directly with colleagues internal and external, other providers and external agencies to gather and exchange information and co-ordinate actions.

Develop sensitivity, persuasiveness, and negotiation and assertiveness skills to communicate with diverse audiences in emotive circumstances. Deal with people at all levels confidently, sensitively and diplomatically.

Provide specialist advice, guidance and support on issues within area of responsibility; develop and maintain joint working and promote the Council position.

Consult with stakeholders to identify requirements. Communicate changes in policy and working practice to contacts.

Procedural Context

Work within a policy framework and regulatory guidelines, applying knowledge of systems, procedures and best practice. Work to broad managerial direction, within a policy framework and regulatory guidelines, to ensure performance standards are met within a framework of policy and legislation.

Plans own time and co-ordinates the work of others. Plan, organise and deliver interventions and actions. Responsible for professional advice, assessments or referrals.

Exercise professional judgement in assessing stakeholder requirements, potential risk and quality assurance of service. Monitor and evaluate performance / service delivery, ensuring all parties are informed of progress / issues as required. Thinking creatively to ensure high performance in the service.

Provide support to customers, colleagues and other stakeholders through applying knowledge of systems, procedures and best practice.

Responsible for meeting performance standards within a policy framework and regulatory guidelines. Accountable for proper use and security of information, resources, equipment and/or facilities within area of responsibility.

Use initiative to deal with complex issues and respond appropriately in an unpredictable work environment. May involve isolated working outside core hours.

Occasionally the post will be expected to work from other locations



Key Facts and Figures

Must have experience in Court Work and sound Court Report Writing skills

Must have experience in Looked After Children

Must have a current Social Work England Registration

Will need enhanced DBS Clearance.

Resourcing

Budget Responsibilities:

Supervisory Responsibilities:

Knowledge, Skills and Experience (PO4)

- Significant post-qualifying social work experience in a Children & Families setting
- Experience of undertaking highly complex casework within a statutory children's setting
- Experience of service delivery which is culturally sensitive and responsive to the needs of a multi-cultural community
- Experience of prioritisation, care planning and service delivery
- Demonstrable knowledge and experience in assessing complex risk
- Experience of having to interpret, understand and make judgements on the complex interactions between the risk and protective factors in any given situation when arriving at a decision about whether the child or young person is suffering or is likely to suffer significant harm
- High-level knowledge and skills in gathering information from a range of sources, including direct observation of children and young people and their interactions with carers
- Ability to make timely judgments and decisions that are based on evidence and thorough analysis of all the information gathered
- Demonstrable ability to draw up specific practical plans with clear timescales that are based on high quality assessments, which set out the planned outcomes for the child or young person
- Ability to drive service improvements
- Ability to negotiate
- Ability to set priorities personally and for others
- Knowledge and understanding of key management skills, roles and responsibilities required for successful leadership
- Ability to systematically monitor and review decisions and plans, and to revise them where appropriate in the light of new information and evaluation of whether the interventions are achieving the planned outcomes
- Knowledge about the different methods of intervention and, on the basis of a critical



review of the research evidence, ability to understand their effectiveness

- Ability to demonstrate or show evidence of having undertaken and managed to completion a number of complex cases and ability to demonstrate a high level of conceptualisation of critical analysis
- Excellent interpersonal and communication skills (verbal and written)
- ICT skills including use of Microsoft applications.

Knowledge, Skills and Experience (PO5)

- Substantial diverse experience working with children and their families
- Understand and apply the concepts of child development, attachment, separation, loss, change and resilience
- Keep abreast of changing issues and contexts at all levels, including in depth knowledge of social work research, and applying these in practice.
- Demonstrate a clear understanding of human rights and choice including mental capacity.
- High level working knowledge of relevant legislation and policies and procedures relating to Looked After Children, Children in Need and Children in the Child Protection System
- Leadership and management skills to support others in developing social work practice
- Extensive experience of providing consultation, mentoring and developing qualified staff/Social Work Assistants or equivalent

Indicative Qualifications

Educated to degree standard or equivalent

Relevant professional qualification (BA Social Work or equivalent)

Evidence of Continuous Professional Development

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to regular review and the Council reserves the right to amend or add to the accountabilities listed