

Role Title	Senior Practitioner – Corporate Parenting
Job Family	Families
Location	Children & Families
Pay Range / Scale	PO4
Purpose	
As part of the Practice Support Group reporting to the Advanced Practitioner and Team Manager, to manage and support colleagues, and work with families in assessing their needs, determining the appropriate support plan / care package and ensuring its implementation to maintain or improve wellbeing. 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 professionally support other colleagues. To provide leadership and professional guidance to social workers.	
Generic Accountabilities	End Results/ Outcomes
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 development.	Assess the professional practice of others to ensure 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.
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.

Contribute to the strategic development of the service.	Review processes, and incorporate the wishes and views of service users and their carers.
Undertake service planning and service review activities.	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.

Nature of Contacts

We know that relationships make the difference. As a social worker with Waltham Forest Council, you will be agile, resilient and skilled. You will work holistically with families, ensuring that all members of the family are given the chance to be involved and using language that is culturally aware to build trust and confidence. Remembering that families are the experts of their experience, you will adopt a position of 'not knowing' and be ready to learn. You will need to recognise that some families are 'not yet convinced' about whether we can support them and find ways to work with them to provide that support.

You will coordinate with professional colleagues, other providers and external agencies in order to support children and young people on day-to-day service issues and other actions. You will engage in respectful professional challenge across the hierarchy, and with other statutory agencies.

You will have direct line management responsibilities. You will act as a member of the senior management team, and will represent the Council at multi-agency meetings.

Procedural Context

We believe that a family is the best place for a child or young people to grow up and thrive. The solution to most difficulties can be found within families and their networks.

Senior practitioners spend time getting to know families and try not to rush meetings and interventions. You will take an appreciative stance when working with families and enable plans to be 'family-led'. You will understand the widespread impact of trauma and the potential paths for recovery. You will use your knowledge about trauma to inform practice and your responses to families, and be proactive in resisting re-traumatisation.

In this role, you will manage a complex and varied caseload within a framework of policy and procedures. You will be comfortable responding flexibly to often complex situations requiring immediate decisions and action, and as appropriate you will access professional supervision or line management for guidance. Your manager will sometimes review your results.

Using your skills in communication and empowerment, you will enable the voice of each family member, paying particular attention to the voice of the child/young person, to ensure there is a focus on their needs whilst supporting their family to achieve their full potential. In this role, you will work in different environments including families' homes, and sometimes outside core hours.

You will be expected to contribute to the development and delivery of improvements in processes and procedures.

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:

Competency Level: Principal Officer/Manager

Knowledge, Skills and Experience

- 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.

Indicative Qualifications

Educated to degree standard or equivalent

Relevant professional qualification (BA Social Work or equivalent)

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.