

Role Title	Advanced Practitioner – Practice Support Group (PSG) Lead
Job Family	Families
Location	Children & Families
Pay Scale	Indicative PO5
Purpose	
To lead a Practice Support Group operating as a social work unit of multi-disciplinary staff. The social workers within the PSG manage a range of children in care and leaving care cases which range in complexity. The Advanced Practitioner supervises cases as part of regular group supervision and support colleagues in the PSG reporting to the Team Manager and holding accountability for ensuring the safety of the children and young people allocated to the PSG	
<i>Generic Accountabilities</i>	<i>End Results/ Outcomes</i>
Conduct statutory and / or complex / specialist assessments of the more vulnerable children and young people and to determine intervention / referral to the appropriate service.	<p>Accurate identification of needs.</p> <p>Relevant responsible Authority is informed according to procedure.</p> <p>Risk to the health, safety and wellbeing of clients and the public is effectively reduced.</p>
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.	<p>Provision of agreed intervention is delivered / co-ordinated.</p> <p>Support to children and young people is provided to the required standards and timescales.</p> <p>Children and young people assessed needs continue to be evaluated.</p> <p>Timely appropriate action is taken and recorded on any risks identified.</p> <p>Protection of children and young people.</p> <p>Implementation of statutory duties where required.</p> <p>Value for money is achieved.</p>
Provide professional expert advice and guidance to colleagues and partner agencies in supporting children and young people.	<p>Professional advice and interpretation is provided on procedures, policy, legislation, systems, methods etc.</p> <p>Cases are escalated as appropriate.</p> <p>Cases information is shared as appropriate.</p>

	Represent the views of the children when appropriate.
Liaise internally and externally and work with colleagues from other agencies to ensure children and young people's interests are supported.	<p>Agreed clear, accurate and appropriate information is shared via the most appropriate channel.</p> <p>Timely actions are taken and are appropriate to the known circumstances.</p>
Maintain properly documented case files, records and information. Prepare standard reports as required.	<p>Clear record of actions, circumstances and decisions are provided.</p> <p>Information is managed in compliance with LBWF requirements, legislation and best practice.</p>
Mentor and support others in the team in their development.	<p>Assess the professional practice, of others to ensure required standards are achieved, offering guidance as appropriate.</p> <p>Identify any changes that may impact upon the service / profession.</p> <p>Contribute to the qualification and development of others (e.g. through sharing knowledge, skills and experience, acting as a coach or mentor, placement supervisor or providing feedback).</p> <p>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.</p> <p>Promote the professional capability framework.</p>
Carry out all duties with an awareness and understanding of the Safeguarding requirements within area of responsibility.	<p>Work complies with all safeguarding policies and procedures that apply to the role.</p> <p>Behaviours and actions support the safeguarding of children and young people as appropriate.</p>
Proactively develop professional knowledge, skills and behaviours.	<p>Identifying and pursue own professional practice and development needs – regularly self-assessing against the Professional Capability Framework and keeping up to date with associated practice within the field.</p> <p>Maintain an evidence log for achievement against objectives, behaviours and learning activities.</p> <p>Participate in regular practice reflection and supervision.</p>

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.
Contribute to the Strategic Development of the Service. /Undertake service planning and service review activities.	Review processes 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.
Job Specific Accountabilities	End Results/Outcomes
Ensure the effective operation of the Practice Support Group	Practice Support Group meets at least weekly to discuss and review cases, sometimes operating as a team around the child meeting All cases reviewed at least monthly, more often for complex cases Discussions are recorded on framework-i Colleagues in the team are supported with complex work with some cases co-allocated or with staff from different disciplines and agencies performing tasks and holding responsibilities with regard to any case.
Ensure the delivery of safeguarding services to children and young people.	Policies, procedures and controls ensure that the area of responsibility is compliant with all relevant legislation, codes, regulations, guidelines, standards and best practice. Improved outcomes for children and families in Waltham Forest.
Ensure the delivery of a National Minimum Standards compliant service	The service is delivered to meet regulatory standards and improve outcomes for looked after children including their permanence. Assessments of prospective carers are analytical and assess the ability of prospective carers to meet children's needs and work in partnership with professionals.
Ensure collaboration and support is offered to colleagues	Practice Support Group discussions include Health and other colleagues as appropriate

<i>Nature of Contacts</i>
<p>Work directly with children and young people, the work has significant implications for the well-being of individuals and might involve situations where service users' personal liberty and or safety is at risk Professional colleagues, other providers and external agencies to gather and exchange information and co-ordinate actions. Represent the Council at multi-agency meetings.</p> <p>Liaise with external and internal partners and other agencies on day-to-day service issues and to co-ordinate actions. Works with a range of agencies and extended services, to support the children and young people group and promote good practice.</p> <p>Sensitivity, persuasiveness, negotiation and assertiveness skills are required to communicate with diverse audiences in emotive circumstances. Ability to build trust and confidence with children, young people and colleagues. May need to manage challenging behaviour and situations.</p> <p>Maintains good working relationships with other professionals whilst challenging the decisions of other statutory agencies.</p> <p>Direct line management responsibilities. Act as a member of the senior management team.</p>
<i>Procedural Context</i>
<p>Manage a complex and varied caseload within a framework of policy and procedures – flexibility to deal with the immediate situation and with access to professional supervision or line management for guidance. Subject to managerial control and review of results.</p> <p>The senior practitioner role is an expert in managing uncertainty, developing mutually trusting and respectful relationships with people, making fine judgements about risk and daring to work creatively and innovatively. Using their skills in communication and empowerment to enable people to take considered risks, the senior practitioner will deliver a service that protects and safeguards children, young people, their families and carers, supporting them to assess their own needs and capacity, promote their independence, and manage risk and uncertainty.</p> <p>Use initiative to deal with complex issues and respond appropriately in an unpredictable work environment. May involve isolated working outside core hours.</p> <p>Contribute to the development and delivery of improvements in processes and procedures.</p> <p>Represent the service at departmental / other agency working parties.</p>
<i>Key Facts and Figures</i>
<p>May have a large number of complex cases running concurrently.</p> <p>Appropriate DBS Clearance.</p>

Resourcing

Budget Responsibilities:

Supervisory Responsibilities:

- Senior Practitioner
- Social Workers
- Leaving Care coaches

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.
- Have 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 mothers, fathers and carers.
- Make timely judgments and decisions that are based on evidence and thorough analysis of all the information gathered.
- Demonstrate an 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.
- Systematically monitor and review decisions and plans, revising them where appropriate in the light of new information and evaluation of whether the interventions are achieving the planned outcomes.
- Know about the different methods of intervention and, on the basis of a critical review of the research evidence, understand their effectiveness.
- Demonstrate or show evidence of having undertaken and managed to completion no of complex cases and able 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

Registered with HCPC as a social worker

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.