

Role Title	Senior Practitioner - Permanence & Post Order Team (Children Social Care)
Job Family	Strategic People
Competency Level	Principal Officer/Manager
Pay Range / Scale	PO4-PO5
<b>Purpose</b>  <p>Reporting to the Permanence &amp; Post Order deputy/team manager, to hold a caseload of assessment and/or support cases in the SGO, Connected Persons and Post Order Support team. To ensure that the necessary assessments (Viability/Regulation 24 &amp; 25/Connected Person/SGO) are completed to a high standard within court timelines, predicated on sound judgement and decision making, safeguard children and young people and achieve the best possible outcomes.</p> <p>To ensure that practice is in accordance with the relevant legislation, regulations, and guidance. To exemplify best practice and apply professional rigour to assessment and/or support cases. To attend Practice Support Group and provide professional advice and case-related guidance to social workers and other professionals, sharing knowledge, skills, and behaviours to develop the practice of others.</p> <p>The Senior Practitioner will maintain accurate case related records; deputising for the Advanced Practitioner in the Permanence &amp; Post Order Team as and when required.</p>	
Generic Accountabilities	End Result/Outcomes
Plan and organise work to ensure the delivery of those aspects of the service for which responsible.	<p>Work is completed on time and to the quality and standards required.</p> <p>Changes to priorities are accommodated.</p> <p>Service is delivered to organisational requirements and reflects customer and stakeholder requirements, within organisational constraints.</p> <p>Professional and legal compliance is assured.</p>
Undertake / support consultation procedures. Identify issues, resolving as appropriate and escalating complex problems if necessary.	<p>Activities are undertaken according relevant guidelines / regulations / procedures.</p> <p>Customer / stakeholder views are available to inform recommendations.</p> <p>Data and measurements are accurately recorded.</p>

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

Lead projects or improvement programmes, or contribute to the delivery of larger projects	<p>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.</p> <p>Projects are delivered to agreed specification, timescales and budgets.</p> <p>All project documentation and reports are completed correctly.</p>
Support others in their development, including external organisations / customers where appropriate.	<p>Identify any changes that may impact the service / profession.</p> <p>Contribute to the development of others (e.g. through sharing knowledge and skills, acting as a coach or mentor, or providing feedback).</p>
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.	<p>Relevant work area reputation is maintained or enhanced.</p> <p>Stakeholders are engaged with activity relevant to them.</p> <p>Positive feedback is received from stakeholders.</p> <p>Communications are clear, well planned and effective.</p> <p>Best practice is shared and promoted.</p>
Support partnership agreements and partnership working within area of responsibility.	<p>Activities which support partnership working are effectively delivered.</p> <p>Partnership working groups produce valid and timely outputs.</p>
<p>Contribute to service / business plans for area of responsibility and to wider service planning and development activities.</p> <p>Contribute to budget planning as required.</p>	<p>Service / business plans reflect input.</p>
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	All policies and procedures are complied with.

understand the reasons for this.	
<b>Job Specific Accountabilities:</b>	
To exemplify expert and best practice in relation to assessment and/or support cases of varying complexity	<p>The relevant assessments (Viability/Regulation 24 &amp; 25/Connected Person/SGO) are completed to a high standard and to required timescales. Assessments accurately identify need/s and vary in complexity</p> <p>Practice complies with the relevant legislation, regulations, and practice standards and risks of varying complexity are well managed/mitigated effectively</p> <p>Professional advice and other case-related guidance is provided to team members</p> <p>Regular attendance/contribution to Practice Support Group</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>
Demonstrate knowledge of the relevant theories/models and incorporate these into professional practice, PSG discussion and case-related guidance to others	<p>A critical knowledge of the range of social work-related theories and models is demonstrated in professional practice and case-related guidance (including PSG) to social workers and other professionals</p> <p>A minimum of 2 years post qualification experience can be evidenced, including working with a number of cases concurrently (including complex)</p> <p>A resilient and agile approach is taken to work effectively in a challenging and fast paced environment</p>
Manage risk effectively	<p>Interventions/support/permanency options are effectively delivered / co-ordinated / monitored to ensure the best outcomes for children and young people, including their safety and wellbeing</p>

	<p>Complex and high-risk cases are effectively managed, in accordance with the relevant legislation, regulation, standards and timescales</p> <p>Assessments and reports are quality assured before presentation to panels, reviews, courts etc.</p>
Collaborate with, challenge and support colleagues in the team, service, and wider network	<p>Professional colleagues (including partners and external) are constructively challenged where appropriate to achieve the best outcomes for children and young people</p> <p>The relevant meetings have multidisciplinary representation and are chaired effectively as and when required</p> <p>Professional knowledge, skills and behaviours are shared effectively with other professionals to promote team cohesion and raise quality of service provision</p>
Engage in Continuing Professional Development (CPD)	<p>The relevant learning and development opportunities are utilised</p> <p>Reflective CPD log is maintained and measures progress against objectives, behaviours and learning activities</p>

### Nature of Contacts

Typically involves social workers, children and young people, managers and senior managers (including Heads of Service) across the service, 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. Interact and communicate 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.

## Procedural Context

Work within the relevant legislation, regulations and guidance pertaining to Permanence and Post Order, applying knowledge of systems, procedures, and best practice. Work to broad managerial direction, to ensure performance standards are met and the best outcomes are achieved for children and young people.

Plan, organise and deliver interventions and actions. Responsible for professional advice and guidance. Exercise professional judgement in assessing stakeholder requirements and identify and mitigating risk

Thinking creatively to ensure high performance in the team and service.

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

## Key Facts and Figures

Enhanced DBS

Professional registration with the relevant body (Social Work England, HCPC etc)

Experience of completing the relevant assessments (Viability/Regulation 24 & 25/Connected Person/SGO)

Experience of working in Fostering/Connected carers and Special Guardianship areas of work

Enable others to understand changes and developments in relevant area and learn new processes / procedures

## Resourcing

Budget Responsibilities: **N**

Supervisory Responsibilities: **N** (informal)

## Knowledge, Skills and Experience

- Post-qualifying social work experience (2 years or more) in a children & families setting
- Experience of undertaking complex casework within a statutory children's setting (preferably fostering service)
- Experience of practicing in a culturally sensitive way
- Experience of quality assuring the relevant assessments
- Strong knowledge of the relevant legislation, regulation and guidance (Special Guardianship regulations, Fostering Minimum Standards, Safeguarding and Fostering Legislation and Care Planning Regulations etc)
- Experience of sharing knowledge, skills and behaviours with other social work

professionals

- 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
- Good ICT skills
- Data literate

### Indicative Qualifications

Educated to degree standard or equivalent

Relevant professional qualification and registration with Social Work England (SWE)

Continuing 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