

London Borough of Lambeth JOB DESCRIPTION

Job Title: Advanced Practitioner (Team Based)
Department: Children's Social Care
Division: Children's Services
Grade: PO5
Responsible to: Team Manager
Responsible for: N/A

Main purpose of post

- Supporting the Team Manager to develop social care practice and promote the highest standard of social work to be delivered.
- To support and lead on any developments around accreditation to ensure Social Workers are delivering the best possible social work.
- To deliver and role model meaningful, creative, innovative social work practice through a collaborative and systemic approach to all work with children and families.
- Carry a workload requiring exemplary practice in situations of high complexity, exercising a degree of autonomy.
- To provide support to managers and social workers to ensure the Council delivers high quality practice and complies with legislation, regulation and Social Care standards.
- To coach, mentor, support and/or supervise less experienced members of the team and be accountable for the work of less experienced colleagues, where joint working or giving advice and undertake various statutory social work functions including safeguarding work and permanence planning.

Our Core Values

- We believe children are best cared for in their birth families and where this isn't possible we take timely and appropriate action so children have permanence and stability.
- We work openly and collaboratively with parents and families understand why we are involved.
- We treat everyone with dignity and respect.

Key Unit Accountabilities

1. Supporting Team Manager on 'Duty' with reviewing referrals, contacting families and professionals, making threshold decisions and allocating, closing down or sign posting cases. Promote effective communication with families where the Council is undertaking complex social work tasks and to advise social workers and where necessary, other professionals what they need to do differently in order to deliver good outcomes.
2. Supporting Team Managers with day to day Management tasks and performance under the direction and supervision of the Team Manager including supervising non-social work/unqualified staff.
3. Assisting Team Managers, with 'Management oversight' via case consultation with social workers, to ensure cases are progressing within a timely manager and work is purposeful in regards to parental risk factors, support for family and best outcomes for children.
4. Support casework with the more complex and challenging families, as per team needs, that require a high level of social work expertise in order to provide children with better outcomes and support and train other Social Worker's in their team.
5. Support, advise, mentor and model high standards of professional social work practice to newly qualified and less experienced staff in Complex/High Risk cases; provide professional, reflective supervision and support to staff as relevant to the needs of the team, e.g. staff

induction, newly qualified social workers, students. To also jointly work with newly qualified/less experienced social workers and to provide management instructions and to be accountable for the work of these colleagues on such cases.

- a. Support AYSE's up to and after their qualifying year
 - b. Be capable of undertaking ASYE assessment
 - c. Assisting Team Managers with supporting staff on capability and action plans created by the Team Manager
 - d. Case reflective discussion and consultations
6. Manage a complex workload with a degree of autonomy, developing and maintaining a network of internal and external colleagues, with whom to seek and share advice, expertise and develop practice.
 7. To promote excellent interagency work by modelling and providing advice e.g. in relation to Core Groups for children subject to a Child Protection Plan or in chairing a placement support meeting and working and develop a 'team around the child' approach.
 8. Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service. Maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation.
 9. Plan, implement and review 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 and theory to support practice in complex and changing circumstances.
 10. Prepare, attend and chair, where applicable, a range of meetings and decision making forums on specific cases as required
 11. Write and support others to produce well written multi-agency assessments, support plans and complex reports, including Child Permanence Reports, Child Protection Conference Reports, and court reports, amongst others.
 12. Delivery of training to assist other role (PDL/AP) and specific delivery of training for the team.
 13. To act as ASYE assessors, following training from the Principal Social Worker
 14. To support, advise and guide social workers to ensure understanding and compliance with the national and local procedures and guidance in relation to safeguard and promote the welfare of all vulnerable children.
 15. Facilitating Group Supervision in line with Group Supervision policy and make pro-active use of supervision to extend effective practice, reflection and career development and to meet the objectives of Professional Development Reviews.
 16. Due to the nature of the work with vulnerable children, families and carers some work beyond normal office hours is required from time to time.
 17. To work flexibly in undertaking the duties and responsibilities of this job, and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
 18. To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.
 19. To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION
Advanced Practitioner – PO5

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| <p>It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with (✓) on the person specification when you complete the application form.</p> | | | Shortlisting Criteria |
| Qualification | Q1 | Professional qualification in social work and must be registered with the Health & Care Professions Council (or any successor body) | A ✓ |
| | Q2 | Gained accreditation in one of the following or equivalent: <ul style="list-style-type: none"> • 15-day Heart of Practice training and accreditation (internal candidates) • Practice Educator training • Accredited CPD equivalent training | A ✓ |
| Knowledge | K1 | Knowledge of communicating effectively, verbally and in writing, to a range of audiences including children, young people, parents/carers and professional colleagues at an advanced level. | A |
| | K2 | Ability to gather, analyse and review complex and/or contradictory information quickly and effectively, using it to reach informed decisions to determine and plan interventions and decide a course of action, with minimum support. | A ✓ |
| | K3 | Demonstrating knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes. | A ✓ |
| | K4 | Ability to plan and prioritise workload within a flexible work environment with a high level of autonomy, modelling workload management skills to others. | |
| | K5 | Knowledge of demonstrating understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice. | |
| | K6 | Knowledge and understanding of effective customer care. | |
| Experience | E1 | Significant and demonstrable post-qualification experience in a social work role. | |
| | E2 | Proven experience to transfer knowledge and skills to colleagues through coaching, mentoring and co-working | A ✓ |
| | E3 | Experience in developing and maintaining expertise of the established and emergent research and practice relating to the service area and be able to evidence involvement in activities leading to practice development across the organisation | A ✓ |

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| | E4 | Experience of using legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including a sophisticated knowledge of the law and guidance relating to the service area. | |
| Core Behaviours | | <p>Focuses on People</p> <p>Is about considering the people who our work affects, internally and externally. It's about treating people fairly and improving the lives of those we impact. It's about ensuring we have the right processes in place.</p> <ul style="list-style-type: none"> • Approach families with empathy, compassion and creativity using relationships for positive change • To be curious, sensitive, and reflective as well as being authoritative, professional and tenacious in improving life outcomes for children, families and carers • Use a systemic approach to work purposefully, openly and compassionately with the whole family system. | |
| | | <p>Takes Ownership</p> <p>Is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the council's objectives, and furthering our professional development.</p> <ul style="list-style-type: none"> • Reflective critical thinking and analysis to evaluate and integrate multiple sources of knowledge and evidence to create meaningful assessments and plans • Draw on a range of approaches, used proportionately and regularly reviewed • Have high quality planning and decision making skills • Take appropriate responsibility for your conduct, practice and learning. | |
| | | <p>Works Collaboratively</p> <p>Is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results.</p> <ul style="list-style-type: none"> • Build skilful and influential working relationships with other professionals and agencies • Demonstrate understanding and skill in working as a member of a team and organisation | |
| | | <p>Communicates Effectively</p> <p>Is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.</p> | |

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| | | <ul style="list-style-type: none">• Make good and emotionally intelligent use of supervision | |
| | | <p>Focuses on Results</p> <p>Is about ambition and achievement. It's about orienting ourselves towards the end product and considering the effect of our service. It's about making the right impact, having the right result and changing things for the better.</p> <ul style="list-style-type: none">• Understand legal and statutory responsibilities and execute these in children's, families and carers best interests. | |