

London Borough of Lambeth JOB DESCRIPTION

Job Title: Practice Development Lead

Department: Adult Social Care

Division: Adults and Health

Grade: PO5

Responsible to: Principal Social Worker

Responsible for: N/A

Main purpose of post

- Ensuring a consistent approach in any service area within Adult Social Care, through a system of standards and practice that is understood and agreed by all practitioners within the service areas, including support to ensure accountability and best outcomes are achieved for service users.
- Providing support and effective challenge through audits.
- Act as a Champion of 'What good practice looks like' and positive 'Leadership Skills' in regard to role modelling for social work practitioners in line with frameworks.
- Supporting professional learning and development

Key Unit Accountabilities

1. To promote and support individual performance and progression in relation to individual's career and team development and implement/facilitate peer learning across the service working with senior managers and HR where needed.
2. Supporting teams with areas of identified development, around practice and personal and professional development to ensure a high-quality service.
3. To maintain a professional awareness of legislation, national and regional developments and key drives that shape and influence contemporary social work practice as they relate to the service area.
4. Working with senior managers to identify service-wide themes.
5. Design themed and general audit tools to support 'good' standards of practice, skill set and evidence of positive outcomes which will indicate planning/training for practice improvements.
6. Undertake audits as required and complete reports and summaries with identified improvement and action plans within specified timescale.
7. Prepare and present audit reports highlighting areas of good practice and areas of concern.
8. Consider learning from audits and complaints to improve service practice and identify areas of improvement.
9. Collection and analysis of data to recognise trends to assist in the development of the service and recognition of positive and high standards of practice.
10. To oversee the recruitment, induction and progress of the ASYE programme,
11. To oversee the recruitment and support student social workers, practice educators, student practice educators and practice educator assessors.
12. To work with the Principal Social Worker, colleagues and Learning and Development colleagues to develop and implement a programme of staff training and development to meet changing priorities and emerging practice requirements.
13. Undertake specific investigations into professional practice as requested and make recommendations to senior management where necessary.

14. Contribute to policy and procedure development, training and service development within the department and across the council.
15. 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.
16. 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.
17. To take responsibility in implementing the EDI agenda, and to promote anti-discrimination and anti-oppressive practice.

PERSON SPECIFICATION

Practice Development Lead

<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 a "Tick" (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Key Knowledge	K1	Knowledge of communicating effectively, verbally and in writing, to a range of audiences at an advanced level.	
	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.	A
	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.	A
Relevant Experience	E1	Significant post-qualification experience in a social work role.	A✓
	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
	E4	Experience of using legal and policy frameworks and guidance that inform and mandate social work practice in Adult Social Care, including a sophisticated knowledge of the law and guidance relating to the service area.	
Qualification	Q1	Professional qualification in social work and must be registered to practice as a Social Worker in England and hold a Social Work Practice Educator qualification.	A✓

<p>Core Behaviours</p>	<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 service users 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 service users and carers • 	
	<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> <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. 	