

Job Description and Person Specification

Advanced Practitioner

A Lambeth to be proud of



Job Title: Advanced Practitioner

Department: Children's Social Care

Division: Children's Services

Business Unit:

Grade: PO5

Reports to: Team Manager

Responsible for: N/A

Context

To provide support to the Team Manager to develop social care practice and promote the highest standard of social work to be delivered.

Job Purpose

- 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 reduced caseload 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.

Responsibilities

1. Supporting Team Manager on Duty with reviewing referrals, contacting families and professionals, making threshold decisions and allocating, closing down or sign posting cases.
2. 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.
3. 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.
4. 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 regard to parental risk factors, support for family and best outcomes for children.

5. 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.
6. To be able to constructively challenge partners as and when appropriate to achieving the best outcomes for our children, young people and families.
7. 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 AYSEs up to and after their qualifying year
 - b. Assisting Team Managers with supporting staff on capability and action plans created by the Team Manager
 - c. Case reflective discussion and consultations
8. 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.
9. 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.
10. 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.
11. 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.
12. Prepare, attend, and chair, where applicable, a range of meetings and decision-making forums on specific cases as required
13. 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.
14. Delivery of training to assist other role (PDL/AP) and specific delivery of training for the team.
15. 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.

16. 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.
17. To keep abreast with best practice and cultural growth and learning and maintain continuous development.
18. 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.
19. 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.
20. 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.
21. To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. 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 "Ticks" (✓) on the person specification when you complete the application form.			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 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.	✓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.	
Relevant Experience	E1	Significant and demonstrable 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 Children's 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 with the Health & Care Professions Council (or any successor body)	✓A
	Q2	Gained accreditation in one of the following or equivalent: • 15-day Heart of Practice training and accreditation (internal candidates) • Practice Educator training	

Core Values and Behaviours		Equity • Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular	

		discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way • I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.	

		• Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	
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