

Job Description and Person Specification

Practice Development Lead (Service
Based)

A Lambeth to be proud of



Job Title: Practice Development Lead (Service Based)

Department: Children's Social Care

Division: Children's Services

Business Unit: Quality Assurance

Grade: PO5

Responsible to: Principal Social Worker

Responsible for: N/A

Context

Provide organisational change leadership for Children's Social Care offering multi- agency safeguarding services for children in need and their families.

Job Purpose

- Ensuring a consistent approach in any service area within Children's 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 for children.
- Providing support and effective challenge through audits, management meetings and from work with advanced practitioners within the teams in regard to areas of weakness around practice standards, policy, procedures and skill set.
- 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.
- To be accountable for ensuring that the service delivery to children and their families/carers and our partnership working with our multi-agency in keeping children safe and ensuring their best outcomes is consistently 'Good'.

Responsibilities

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 while working with the Service Manager and HR where needed.
2. Supporting the team with areas of identified development, around practice and personal and professional development to ensure a high-quality service delivery to children and their families and multi-agency partners.
3. To maintain a personal 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. To report on the themes, complexity and caseloads of service areas being supported and on the direction of the PSW in exceptional circumstances to hold cases.
5. To support APs within the team in facilitating high quality 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.

6. Conduit between service managers and the teams, supporting the development of self-assessments for the service area which reflect on strengths, areas for improvement, impacts and next steps.
7. Working with service managers and identifying service-wide themes
8. Contribute to the overall Quality Assurance and Key Performance Indicators of the allocated service area to ensure a high standard of service delivery, efficiency to evidence positive outcomes for Children including attending management meetings.
9. To carry out monthly themed audits- to ensure 'good' standards of practice, skill set and evidence of positive outcomes for children which will indicate planning/training for practice improvements. To where appropriate investigate complaints and use learning from complaints to improve service practice and identify areas of improvement.
10. 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.
11. To help support the recruitment, and induction and progress of ASYE, student social workers and practice educators, providing support where necessary to APs within the teams.
12. Support for APs in teams:
 - a. Supervision (group) for each service's AP cohort.
 - b. Case consultations
 - c. Delivering training
13. To work with 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.
14. 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.
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, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION

<p>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).</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 "Ticks" (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
<p><i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i></p>			
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.	
	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.	
	K3	Demonstrating knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes.	
	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	Qualified Social Worker with significant post-qualification experience in a social work role and supporting and influencing strategic decision-making.	✓A
	E2	Proven experience to transfer knowledge and skills to colleagues through coaching, mentoring and co-working with students, NQSW and junior social work colleagues.	✓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	
	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.	✓A

Qualification	Q1	Qualified Social Worker with significant post-qualification experience in a social work role and supporting and influencing strategic decision-making.	✓A
	Q2	Proven experience to transfer knowledge and skills to colleagues through coaching, mentoring and co-working with students, NQSW and junior social work colleagues.	

Core Values and Behaviours		<p>Equity</p> <ul style="list-style-type: none"> • 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. 	
		<p>Kindness</p> <ul style="list-style-type: none"> • 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. 	

		<p>Accountability</p> <ul style="list-style-type: none"> • 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 	
		<p>Ambition</p> <ul style="list-style-type: none"> • 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. 	

		<ul style="list-style-type: none">• 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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