| Role Structure | Role Details |
| --- | --- |
| Directorate: | Children & Young People |
| Grade: | HC09 |
| Location: | Plough Lane |
| Responsible to: | Team Manager |

# Job Description

# Senior Practitioner

**Assessment**

## Main purpose of the role

Assessment teams complete holistic child-centered assessments, incorporating the child’s identity, ethnicity, gender and culture. This is done by triangulation of information gained from: visiting and speaking with the child to build meaningful relationship throughout the process, consulting with parents/carers, including non-resident parents, step-parents, family members and other professionals who know the child well to inform an outcome focused SMART plan or next steps.

Herefordshire Council aims to work alongside families, to respect families and their rights, to work with them in partnership and with their informed consent, to recognize their strengths and help them identify their needs. Our overarching duty is to promote the upbringing of children within their families, where this is compatible with the welfare of the children.

As a Senior Practitioner, you have the opportunity to help us with the ongoing development of our staff in their knowledge, experience and practice. You will closely work with the managers to develop the team and deliver high quality service to our children, young people, foster carers, connected carers and special guardians.

You will provide coaching, mentoring, training and support to apprentices, step up students and traditional students. Leading on areas of practice development and training within the wider service, you will support with the implementation of our practice standards, quality assurance framework, professional values, policies and procedures.

| Key Duties and Responsibilities | Frequency of Task |
| --- | --- |
| * Manage a caseload of complex cases to ensure resources are utilised effectively. | * Daily |
| * Maintain continual professional development in social work practice whilst modelling this to other members of staff and promoting a strong learning culture. | * Daily |
| * Use professional skills and experience to provide case reflection and practice management to team members to ensure compliance with national and departmental policies, procedures and quality standards. | * Daily |
| * Support team members to further their professional knowledge and development to improve the overall quality of practice. | * Daily |
| * Attend court, where appropriate, to assist the team in ensuring that key professional input and expertise is provided to high profile and sensitive cases. | * When required |
| * Liaise regularly with peer colleagues throughout the Directorate to ensure social work staff deliver existing and new practices consistently and to a high standard across the Directorate. | * Daily |
| * To supervise social work students on placement or non-social work staff within the team. | * Daily |
| * Foster good relationships with partners, other agencies legal services and local family courts to manage efficient and effective Legal Planning Meeting, Public Law Outline and court proceedings where attempts to support children to remain within their families have not been successful. | * Daily |
| * Promote purposeful social work practice and undertake regular clinical and case work supervision that is reflective and outlines clearly the next steps to improve outcomes for children, young people and families. | * Daily |
| * Manage effective communication of practice, service and organisational issues within the team and work collaboratively across other social work teams, services and with partners to provide high-level integrated support to children and families | * Daily |
| * Ensure that in all aspects of work that the views, feelings and wishes of children, young people and their parents /carers are taken seriously and used to appropriately inform their assessment, plans and development and performance of services. | * Daily |
| * To contribute to the professional development of team members;  1. by undertaking particular responsibilities with regard to less experienced staff 2. by advising other staff on particular areas of case management 3. by co-working cases to support development 4. supporting chairing of meeting 5. attendance at court, when necessary  * by providing quality assurance of assessments, plans and statements | * Daily |
| * Provide role modelling, coaching and mentoring to contribute to the following outcomes:  1. Contribute to operational development of the service that supports the whole system approach - to integrated practice 2. Promote the voice of the child and ensure all children and young people’s plans are robust, SMART and are in a language that the children and their families will understand; 3. Ensure recording practices are safe and secure and routinely monitored; 4. Ensure that planning of service and team development takes account of assessed need and results of regulatory inspections, where relevant;  * Contribute to the induction of all new staff in consultation with managers and the workforce support officer. | * Daily |

**Person Specification**

| **Requirements** | **Essential or Desirable** | **Identified by**  **A – Application I – Interview** |
| --- | --- | --- |
| **Qualifications and Training** | | |
| * Social Work Degree, DipSW, CQSW, CSS or equivalent. | Essential | A |
| * SWE registration | Essential | A |
| * Committed to continuing professional development | Essential | A, I |
| **Experience & Knowledge** | | |
| * Up to date working knowledge of relevant national and local policy and statutory guidance and legislation in relation to the provision of social care services | Essential | A, I |
| * Sound knowledge of social care processes and responsibilities in line with personalisation, self-directed support and person centered planning. | Essential | A, I |
| * An understanding of the principles of confidentiality and information governance and how these apply to social care. | Essential | A, I |
| * An understanding of inclusion, diversity culture, equality, equity and how it impacts practice. | Essential | A, I |
| * Substantial experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives in a UK statutory setting. | Essential | A, I |
| * Able to demonstrate understanding of the needs of children/young people in their specialist area | Essential | A, I |
| **Skills and Abilities** | | |
| * Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. | Essential | A, I |
| * Ability to use IT systems effectively, ensure regulatory standards are met and performance standards maintained. | Essential | A, I |
| * Ability to co-operate and work well with others, support colleagues both within and outside of the team and contribute to the successful achievement of team goals, sharing information and learning whilst supporting others. | Essential | A, I |
| * Ability to plan, organise and prioritise a demanding workload. | Essential | A, I |
| * Ability to relate well to children and families, to respect their rights and gain their informed consent, to engage them in reflecting on their lives and motivate them to change so children’s needs can be met and they can be brought up safely within their familie | Essential | A, I |
| * Ability to communicate effectively in highly charged, complex or challenging situations | Essential | A, I |
| * Ability and willingness to develop effective professional reflective supervision skills to support less experienced qualified staff. | Essential | A, I |

All council staff have a duty to promote the welfare of children, young people, and adults with care and support needs at risk of abuse and neglect who cannot take steps to protect themselves. Ensuring you attend mandated safeguarding children and safeguarding adults training to enable you to recognise the concerning behavior, know how to talk about it, and consent/duty to share information effectively. You will also learn about the legalities and procedures the social care staff can take.

## Our Values and Behaviours

The council’s THRIVE core values are our guiding principles and beliefs that shape our culture and behaviour within the council. ​They help us to achieve our Council Plan vision “do our best for Herefordshire” acting as our DNA and the “way that we do things around here”. We expect all colleagues to act as a role model by living our values and setting an example for others. ​Our values strive to promote a thriving workforce by fostering a culture of trust, being honest and responsible, inclusive, valuing people and resources and leading with empathy.

**Trust -** Developing and maintaining relationships based on a culture of transparency and open communication. Supported by integrity and the confidence that you are reliable and fulfil commitments.

**Honesty -** Demonstrating truthfulness, integrity, and transparency in all communications, decisions, and relationships. Being trustworthy, reliable, and accountable for your actions. Acting with sincerity and fairness, even in challenging situations.

**Responsibility -** Taking ownership of individual and collective actions, decisions, and delivering on commitments. Being reliable, fulfilling obligations and being accountable for outcomes and results. Proactively contributing to the achievement of your own, the team and council goals.

**Inclusivity -** Embracing diversity, equity and inclusion by recognising and valuing the unique perspectives, backgrounds and experiences of our staff, customers and residents. Creating an environment where every individual is valued, respected and can belong.

**Value -** Upholding high standards, ethics and integrity to guide our actions and decisions. Demonstrating commitment to creating and delivering value in our work by recognising and appreciating each other, our resources, processes, customers, community and environment.

**Empathy -** Demonstrating a genuine and caring understanding of others' feelings, perspectives, and experiences. Listening attentively, acting with compassion, supporting with respect and kindness and considering the impact of our actions on others.