

JOB DESCRIPTION

Job Title:	Advanced Social Work Practitioner
Directorate & Section/Unit:	Children's Social Care
Reporting to:	Practice Manager
Responsible for:	ASWP Team (SQA Service)
Salary Grade:	PO2

Our People Values:

Embracing diversity:

Fostering a culture of equality, diversity, and inclusion.

Protection from harm:

Responding promptly and professionally to protect children from harm and neglect.

Education as a priority:

Recognizing the importance of education as a foundation for a good start in life.

Supporting families:

Empowering parents and families to care for their children well, valuing family life, and promoting positive parenting.

Keeping children at the heart:

Prioritizing the needs and well-being of children and young people in all decisions and actions

Purpose of job:

Drive service improvements in order to secure continuous improvement in services to children and young people.

The Advanced social work practitioner will work over two locality safeguarding teams.

Main Activities & Responsibilities:

The below is not an exhaustive list and flexibility will be required from all.

The Senior Management Team will identify service priorities and ask Advanced Social Work Practitioners to:

- Support, mentor and assess newly qualified social workers in their assisted and supported year in employment (ASYE).
- Define the standards of practice and performance for the area of service/specialism so that staff can provide high quality services in line with the standards of practice and established/statutory timescales.
- Intervene in areas of poor practice and/or performance to secure a lasting improvement in service and individual performance.

- Identify areas for learning and development in practice and assist in improvement through support, guidance and mentoring.
- Provide reflective supervision and support on complex cases/assessments where this would lead to practice improvements.
- Secure timely and effective intervention in complex cases by supporting the resolution of factors that inhibit children, young people and their families from accessing the services that will impact effectively on their lives. Intervene where practice is poor or where partner organisations are failing in their responsibilities.
- Provide and deliver training and development opportunities to staff and teams to improve practice and outcomes for children and young people.
- Carry out targeted audit activity responding to service need.
- ASWP will have **no more than** 5 children allocated and will also be requested to support with specialist pieces of work with experienced practitioners.
- Children will be allocated in consultation of the two TMs that the ASWP is supporting if issues arise – consultation with GM will take place.
- Personal supervision will take place by the primary TM.
- Case supervision will be by allocating TM
- ASWP remain on MARAC Rota (around once every 3 months)
- Complaints Stage 1 – Rota in place –these must be completed in 10 working days
- ASWP to complete Q&A work via the SQA team (closing the loop exercises/specialist audits)
- ASWP will be part of the ASYE reviews yet TM's are expected to be the assessor and responsible for final report. ASWP will conduct 1 x observations of practice. 'a minimum of two observations (ideally the first and last) must be completed by the ASYE assessor – unless there are extenuating circumstances' – Skills for Care guidance.
- ASWP to support with Q&A ASYE work such as PA/Court work etc – taking into account other demands of the ASWP.
- ASWP will **not** be on the duty rota – however expectation will be that if an emergency arises on their case or an ASYE they are supporting then it will be the ASWP responsibility to pick this.
- 6 weekly meetings with PSW – to come together as a group and consider learning needs.
- Monthly development sessions with both teams the ASWP is supporting – for instance learning from end to end
- ASWP attend primary team meetings
- Expectation of at least 2 days in the office

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job.
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equality and Diversity Policy.
- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) and the relevant children and/ adults barred list(s) checks.
- The Code of Practice on the English Language Requirement for Public Sector Workers (the fluency duty) applies to this post. Therefore, an ability to fulfil all spoken aspects of the role with confidence through the medium of English is essential for the post.

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Assistant Directors, senior managers, management teams, managers and staff across all Directorates, project staff, governors, headteachers, teachers, support and other school-based staff

External: District & County Councils, Government agencies and departments, healthcare professionals, PCT, Police, Fire, Probation Service, educational settings, suppliers, contractors, service providers, statutory and voluntary organisations, service users, clients, customers, parents and pupils, members of the public, volunteers

Additional Information:

- The ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner.

- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act.

Author:

Date:

Date of grading confirmation: