

<b>Department:</b>	<b>Children and Family Services</b>
<b>Job Title:</b>	Advanced Practitioner
<b>Grade:</b>	12
<b>Post Number:</b>	TBC
<b>Service/Section:</b>	Children's Social Care
<b>Base/Location:</b>	County Hall
<b>Responsible To:</b>	Principal Social Worker
<b>Responsible For:</b>	Not applicable
<b>Key Relationships/ Liaison with:</b>	Senior Practitioners, Front line managers and leaders, Service Managers, Senior Management Team, Assistant Directors, Signs of Safety and Professional Development Officer, Learning & Development National and Regional Networks Local Universities

<b>Job Purpose</b>	
	<ul style="list-style-type: none"> <li>• The Advanced Practitioner will be responsible (with others) to develop and deliver a coherent model of support and challenge in relation to social work practice development. Working as part of a small team, the post holder will work alongside social care practitioners to support the delivery of consistently high quality practice.</li> <li>• Through training, coaching and modelling and some co-work the post holder will help to further embed the departmental practice framework underpinned by the Signs of Safety methodology to support the delivery of excellent social work practice.</li> <li>• The post holder will use a range of approaches and evidence to inform managers how they can best support the learning and development of their staff teams.</li> <li>• Working with others the post holder will disseminate national and local learning (including from national reviews, serious case reviews, appreciative inquiries) across the workforce.</li> </ul>

<b>Main Duties and Responsibilities</b>	
<b>1.</b>	Champion and challenge professional social work and lead improvements in practice, demonstrating and modelling departmental values and standards and ensuring departmental expectations are clearly understood.

2	Working as part of a small team the post holder will help to promote a culture of learning and reflection and ensure good practice is shared across teams, maintaining and extending their knowledge of the established and emerging research/best practice relating to children, young people and family working so that practice in Leicestershire is influenced and shaped by knowledge of what works.
3.	Contribute fully to the implementation of the second phase of the England Innovations Project with MTM Consultancy in relation to the adoption of the Signs of Safety approach, attending regional and national events as required. Work with others locally to help create depth of practice and work to align all systems and processes reducing duplication and bureaucracy.
4.	Work closely with others to help develop and implement a progression pathway approach to social work career development including the development of a portfolio approach to build evidence of how social workers meet the knowledge and skills statements and are progressing in their profession.
5.	Work collaboratively with senior practitioners and team managers to build practice confidence via observations, co-working, mentoring and coaching. Through this identify and help address the learning needs of social work staff and ensure they are prepared for future assessment and accreditation.
5	Develop and support effective learning forums for social workers and those involved in social care, providing regular practice consultation sessions for groups of staff alongside. Contribute to an annual programme of basic training on Signs of Safety.
6.	Contribute to existing departmental forums relating to practice development ('Practice Development Group', Virtual Appreciative Inquiry team) to ensure practice wisdom informs departmental planning and decision making and learning is disseminated effectively.
7.	Guide practitioners to learning resources that will support their professional development. Contribute locally to the development of new resources and materials which support the understanding, knowledge and confidence of practitioners
8.	Contribute to the departmental quality assurance and improvement work and work with managers and leaders to ensure that learning from all QA and service improvement activity is effectively disseminated and applied in teams.
9.	To support effective social work supervision – including developing a system of accreditation for peer supervision delivered via the Signs of Safety Group Supervision model.
10.	Continue to have sufficient contact with service users to maintain their skills, confidence and expertise in social work practice (for example by working alongside others to contribute to specific pieces of work such as leading a network meeting, helping develop a words and pictures explanation).
11.	Work with Learning and Development to ensure that appropriate training programmes including the AYSE training programme are driving excellence in practice.
12.	Link with local universities to increase opportunities for shared understanding of the skills and knowledge required in practice.

---

## Special Factors

- The nature of the work may involve the post holder carrying out work outside of normal working hours.

This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006. Therefore a **DBS enhanced check for regulated activity (includes a barred list check) is an essential requirement.**

**This job description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.**

**Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job.**

**Leicestershire County Council is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.**

Date Prepared/Revised: 23<sup>rd</sup> June 2017

<b>Department:</b>	<b>Children and Family Services</b>
<b>Job Title:</b>	Advanced Practitioner
<b>Grade:</b>	12
<b>Post Number:</b>	tbc
<b>Service/Section:</b>	Children and Family Services

	Essential	Desirable	How assessed
<b><u>Qualifications</u></b>			
Social Work Qualification recognised by the Health and Care Professions Council (HCPC)	✓		Doc
Registration with Health and Social Care Professionals Council	✓		Doc
Further qualifications in social work and related areas (e.g. Approved Mental Health Professional)		✓	Doc
Evidence of practice development	✓		App/Doc
<b><u>Experience</u></b>			
Proven experience in children's social work with substantial breadth of practice and depth of experience across a range of areas in children's social work including child protection, complex care or risk management.	✓		App/Int
Demonstrable skilled application of knowledge and understanding of the Signs of Safety methodology. Able to describe how practical application of the tools and disciplines were used to affect change.	✓		App/Int
Evidence of coaching / mentoring social workers to develop their practice competence and confidence.	✓		App/Int
Experience of training others.	✓		App/Int/ Test
Experience of successfully challenging inadequate practice or poor behaviour to	✓		App/Int

achieve positive change.			
An ability to pro-actively identify opportunities to improve services and develop strategies with others to drive improvements.			App/Int
<b><u>Knowledge</u></b>			
Extensive knowledge and experience of the legal and social work responses to safeguarding children and managing risk and securing permanency.	✓		App/Int
Detailed and up to date knowledge of the main issues and influences affecting children's services and social work practice currently.	✓		App/Int
Expert knowledge of children's social work practice as well as expert knowledge of the evidence, the theoretical frameworks and research in the field of children's social care including those promoted by the national knowledge hubs such as child development, neglect and abuse, attachment and trauma.	✓		App/Int
A clear understanding of the legislative and policy frameworks for Children's Social Care.	✓		App/Int
Knowledge and understanding of the demands and stressors associated with complex case work.	✓		App/Int
<b><u>Skills and Competencies</u></b>			
Ability to build strong and productive relationships with a wide range of colleagues to create trust and build a culture of support and challenge.	✓		App/Int
Strong practice skills in the Signs of Safety methodology with the ability to engage effectively with children and families.	✓		App/Int
Excellent communication skills with an ability to connect warmly with people as well as transfer knowledge and skills to colleagues through coaching, mentoring and co-working.	✓		App/Int
Responsive and flexible approach – solution focused skills.	✓		App/Int

Enthusiasm and commitment to improve social work practice depth and quality	✓		App/Int
High level of personal drive and integrity with strong professional credibility and comfortable in a visible leadership role.	✓		App/Int
Good presentation skills with the ability to adapt materials for the audience	✓		App/Int
Ability to lead network family meetings effectively and confidently	✓		App/Int
<b>Other Requirements</b>			
An understanding of and commitment to anti-oppressive practice and the ability to apply this within day to day business.	✓		App/Int
Must be able to perform all duties and tasks with reasonable adjustment where appropriate in accordance with the provisions of the Equality Act 2010	✓		Med

<b>Key:</b> <b>App = Application Form</b> <b>Test = Test</b> <b>Int = Interview</b>	<b>Pre = Presentation</b> <b>Med = Medical Questionnaire</b> <b>Dc = Documentary Evidence (E.g., Certificates)</b>
--	--

**Date Prepared/Revised: 23<sup>rd</sup> June 2017**