

Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	Children and Families
Post title:	Advanced Practitioner
Grade:	L
Responsible to:	Team Manager and Practice supervisor
Staff managed:	Manages staff on a project/matrix basis (not direct line management)
Date of issue:	July 2020
Job family:	C&S - Care & Support

Job context

Children's Social Care provide services which follow from specific legislation, including the Children Act 1989 and the Children Act 2004 as well as other Government guidance and policy. We are committed to providing good quality services to support children young people and their families. To work at all times in line with the Health and Care Professions Council's Code of Practice. Enhanced DBS check and Health and Care Professions Council registration required. This role involves spoken communications so a confident use of English language is required

- The role will ensure consistent, high quality social work practice across the County with a focus on complex casework. The post holder will in addition be a named support coach and mentor to less experienced social workers in the team; this will include supporting new social workers with their induction and the first 3 months in post, ASYE's including ongoing mentoring in support during their second year of post qualifying practice and social work apprentices, frontline trainees and university students on placement and any other work experience individuals as appropriate in conjunction with corporate Training and Learning colleagues
- The post holder is expected to be Practice Educator 1 qualified as a minimum and be able to demonstrate that they have supported students in the Practice Educator role prior to becoming an Advanced Practitioner.
- The role requires the post holder to be knowledgeable and have extensive experience in social work practice including expertise in safeguarding and looked after children and for this to be evidenced in their previous work for example evidence of undertaking complex assessment and intervention work with families; a high level of experience and competence in the court process including evidence of experience and knowledge of conducting complex risk assessments, parenting and viability assessments; (this list is not exhaustive)
- The post holder will support the strategic and operational direction, delivery and performance across the Team, Locality and County dealing with high risk and complex families, on the edge of care, looked after or involved in child protection processes.
- The post holder is required to work collaboratively with partners and support the development of multi-agency procedures/practice guidance and ensuring this is embedded across the Team, County and partnerships.
- The post holder will be expected to be flexible to support and respond to the changing needs of the service and attend different parts of the County when needed.
- The role will ensure a focus and influence on relationship based practice which promotes the best outcomes for children and young people and a thorough understanding and implementation of the NYCC practice model.
- The post holder will ensure that social workers have the appropriate skills, direction and oversight to effectively assess whole family needs appropriately, undertake risk assessments and arrange and deliver rapid family

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intervention services within budget and in line with clearly defined outcome measures. In doing this it is recognised that there is a teaching and learning element within this role.

- The post holder will be expected to take a proactive role in team meetings, in conjunction with the practice supervisors and team manager; this will include leading workshops on new, innovative and emerging social work practice themes working collaboratively with the PCFSW, delivering this within the team, locality and as appropriate across the County
- The post holder in conjunction with the team manager will take responsibility for identifying and sharing Best Practice examples and contribute to the annual staff conference.
- The post holder will work proactively with the participation team to ensure the voices of children and their families are represented in social work practice
- The post holder will act as a lead in their team for specific areas of practice eg. family finding, systemic practice, signs of safety, group supervision, they will already have an in depth understanding of the practice model having attended the intensive training courses, and be critical in embedding this within their team in conjunction with the PCFSW.
- The post holder will have a pivotal role in identifying knowledge and skills gaps and working with the PCFSW and L and T team to address this.
- The role will be responsible for a locality area but maybe required to work across the County, Region and Nationally.
- Enhanced DBS check is required.

Job specifics

- Advanced practitioners must be as a minimum 3 years' post qualified
- Hold the Practice Educator 1 qualification and be prepared or have the Practice Educator 2 qualification

Career progression

Progression to this post will be by formal career progression assessment centre and panel interview.

Structure



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Job Description

Job purpose	Hold and manage a caseload including Children in Need, Child Protection and Looked After Children as allocated by the Team Manager or Practice supervisor. The post holder will do this by undertaking assessments, formulating, monitoring and managing plans for children with multi agency partners to ensure good, timely outcomes for children. The postholder will undertake additional duties in respect to promoting excellent practice, mentoring, coaching and support for less experienced social workers; drive practice and innovative ways of working as part of the Council delivering excellence.
Children and Young person development	<p>Act as a lead officer within the team giving less experienced team members direction, advice, support and technical guidance in day to day social work practice.</p> <ul style="list-style-type: none"> • Draw on in depth knowledge of the risks and challenges facing children and young people in North Yorkshire and nationally to ensure that they are safeguarded and supported to reach their full potential • Be able to establish and maintain quality relationships with both children and their families /carers • Advocate for young people and work collaboratively with participation officers to ensure the voice of the child is representing in social work practice
Operational management	<ul style="list-style-type: none"> • Manage and prioritise cases as allocated by the line manager • Assess children and their family's needs and make appropriate recommendations for services to achieve agreed outcomes • Participate in the allocation of cases and accept cases allocated by the Team Manager commensurate with your level of experience. • Liaise with other agency professionals as necessary to fulfil the Directorates statutory duties and achieve best outcomes for children. • Fully engage in supervision and performance appraisal • Maintain good case records, write reports as required in line with departmental standards. Give evidence in court in relation to care or other proceedings.
Communications	<ul style="list-style-type: none"> • Advise clients on the Directorate's charging policies • Comply with Data Protection Legislation and the Access Request to Files Policy • Demonstrate good recording skills with the available technology • Liaise with staff of the Directorate and other agencies to effect decisions reached, and to participate in all necessary placement or review panels to ensure that service provision continues to be appropriate to service user needs and wishes. • Promote children, young people and their family's participation in decision making. • Ensure all work with children and families remains focused and meets the need of children • Use high level communication skills, including listening, building empathy, consultation and negotiation to ensure positive outcomes for children

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	<ul style="list-style-type: none"> • Undertake preventative work with families in order to reduce the need for care or accommodation: support and assist families and extended families, to care for their children • Work with children and young people, families, carers and communities to help them make informed choices and decisions, enabling them to clarify and express their needs and contribute to service planning. • Develop and maintain effective relationships with children and young people, their families and carers: provide advice and support: help resolve conflict. • Develop expertise in coaching and mentoring staff who are less experienced • Deliver workshops and /or learning events to support the ongoing development of social work practice in the team, locality and county.
Partnership / corporate working	<ul style="list-style-type: none"> • Have a commitment to shared values and the common purpose of developing a culture of interagency working; including statutory bodies, third and private sector organisations • Ensure multi agency engagement in all assessment and planning processes • Plan and commission services and support for children, young people and their families. • Liaise with colleagues in own and other departments and external agencies in order to gather information relevant to assessment and care planning activities: organise and chair meetings as required. • Work with individuals or groups to develop individual potential. • Understand and support the role and value of families and carers as partners in supporting their children to achieve positive outcomes • Ensure all interventions serve to improve outcomes for children • Make key decisions in terms of case management based on observation and professional judgement: understanding their context in relation to behaviour, listen actively and respond to concerns • Evaluate situations, analyse and record them appropriately. • Act as supervisor to Social Work students on placement, including support, guidance, challenge and assessment
Resource management	<ul style="list-style-type: none"> • Manage resources aligned to the project lead responsibilities as and when required. For example contributing to the Best Practice conference, undertaking small scale research projects in the locality, contributing to national research projects CYPS engage with.
Systems and information	<ul style="list-style-type: none"> • Maintain case records, including computerised systems, in line with Directorate procedures. • Adhere to professional and organisational procedures on confidentiality and maintaining appropriate boundaries with service users and their families.
Strategic management	<ul style="list-style-type: none"> • Contribute to the planning and development of the Directorates services • Understand your own role, and the importance of providing care or support through transitional periods. • Identify transition points • Provide appropriate support and interventions
Safeguarding	<ul style="list-style-type: none"> • Complete assessments within timescales with children and their families, develop care plans and provide support for children and their families • Provide support and advice to carers and encourage the development and maintenance of appropriate support networks and services within individual homes or in the community

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- Take necessary statutory or other action in relation to the safety of children, including emergency situations, and liaison with other agencies as required in such cases.
- Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with.
- Investigate allegations of neglect, abuse or ill-treatment of children, in accordance with legislative requirements and child protection procedures; undertake assessments of risk and need; where appropriate, arrange accommodation for children and young people.
- Apply for Child Assessment Orders and Emergency Protection Orders.
- Prepare appropriate plans for children and young people, including arrangements for obtaining and implementing Court orders.

Person Specification

Essential upon appointment

Knowledge

- Knowledge of current good practice in child care and evidence of good performance in this area
- Knowledge of the principles of the Children Act 1989, the Children Act 2004, Every Child Matters agenda and Care Planning Regulations 2010/2015 all subsequent childcare legislation relevant to day to day social work practice
- High levels of technical knowledge of the judicial processes
- Knowledge of theory and practice of care assessment, planning, child protection/safeguarding procedures; detailed knowledge of relevant legislation acquired through professional qualification in social work plus minimum 3-year post-qualification experience in relevant field
- Knowledge of university teaching of social work and practice educating The post holder will be able to demonstrate high levels of both knowledge and skills in their work with children and families, this will include excellent technical knowledge relating to childcare legislation and practice.

Experience

- This role requires the post holder to be a minimum of 3 years post qualified having completed ASYE and progressed at 2 years post qualification via career progression or NAAS completed and the standard met; the consolidation module or other PQ that evidence the progression to Advanced Practitioner as a minimum the Practice Educator 1 PQ will have been completed. (eg. PQCCA, PQ in research, and other areas relevant to children's social work)
- The post holder will be able to demonstrate a knowledge of research related to children's and family social work practice and evidence that they understand how to use performance and quality assurance systems to develop and improve social work practice.
- The post holder will be able to demonstrate that in addition to practice education they have supported ASYE social workers, by mentoring, providing practice guidance and wisdom. (eg. Observing ASYE in practice and contributing to the completion report, co working cases; sharing

Desirable on appointment

- Evidence of mentoring and support experience within their current social work eg, ASYE mentor, PE, coaching etc.
- Evidence of leadership capability eg practice lead for family finding, systemic practice, restorative and signs of safety.

- Practice Educator 2 completed
- NAAS completed

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<p>knowledge of the practice model eg systemic, signs of safety, restorative practice and a strength based approach</p> <ul style="list-style-type: none"> The post holder will have in depth knowledge of the practice model having undertaken accredited and /or intensive training, eg 5 day family finding training, systemic accreditation, 5 day signs of safety training, restorative, other advanced training courses. 	
<p>Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role</p> <ul style="list-style-type: none"> Fully qualified, accredited social work professional status (CQSW, DIPSW, CCS, PQCCA) PQ 1, Consolidation module, Practice Educator 1 and 2, or PQ in subjects relevant to Children and Family social work. Current registration with SWE Practice educator 1 is essential to the role and the postholder will hold PE 2 or be willing to undertake this course with 6 months of being appointed. 	
<p>Other Requirements</p> <ul style="list-style-type: none"> Ability to travel across the County Ability to attend meetings outside of normal business hours Professional values and attitudes Ability to work on own initiative, lead projects and as part of a team Ability to work to specified deadlines Ability to represent NYCC at local, regional and national events Ability and confidence to deliver workshops/ training sessions Ability to coach and mentor less experienced social work practitioners 	
Behaviours	Link

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.