



Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	Children and Families Service, Children's Social Care
Post title:	Practice Supervisor
Grade:	M
Responsible to:	Team Manager
Staff managed:	None
Date of issue:	
Job family:	C&S - Care & Support

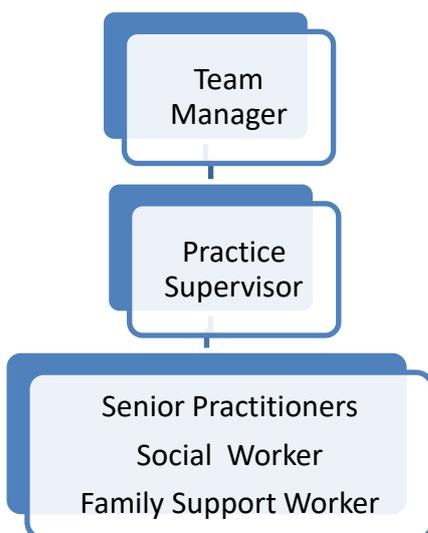
Job context

Children and Families provide services which follow from specific Legislation, including the Children Act 1989 and the Children Act 2004 and 2014 as well as other Government guidance and policy. We are committed to providing good quality services to support children young people and their families. The practice supervisor will be based in social work teams across safeguarding, looked after children and fostering teams in order to safeguard and promote the welfare children and young people that you are responsible for and come into contact with.

This post requires an ability to fulfil all spoken aspects of the role with confidence through the medium of English.

Enhanced DBS check required.

Structure





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Job Description

<p>Job purpose</p>	<p>The core focus of this job is to ensure the safe and effective delivery of services to Children and Families in accordance with Children and Families' Policies and Procedures. The post holder will do this by effective management of social work practice through the use of social work supervision within their supervision group.</p>
<p>Operational management</p>	<ul style="list-style-type: none"> • To supervise Social Workers on a day to day basis to ensure the delivery of an effective social work service to children and their families in accordance with the relevant policies and procedures • Modelling and facilitating reflective practice • To promote professional development and quality evidence based practice through supervision and contributing to the annual appraisal of team members • To ensure all assessments undertaken by the Team are based on clear accurate information and analysis – including direct involvement in some, more complex assessments • To ensure all interventions are supported by clear plans which ensure the protection and development of the child or young person • To manage risk and support social workers in managing risk Leading and mentoring colleagues in reaching appropriate decisions • To assist the team manager to be able to make safe evidence based decisions relating to improving outcomes for children and families • Provide leadership, advice and support to other professional staff in relation to complex cases and to be an active practice leader driving Signs Of Safety across social work practice • Ensure professional decisions are made according to the highest standards, using an evidence base and stand up to scrutiny • Provide appropriate challenge to the decisions of other staff within the team • Undertake the allocation of workload as agreed with the Team Manager, monitor team and individual performance and work with the team manager to resolve workload issues as they arise
<p>Communications</p>	<ul style="list-style-type: none"> • To ensure families are involved and informed at all stages of assessment and intervention (where compatible to the child's safety) • To ensure significant issues and barriers to service delivery are reported promptly to senior management • To monitor compliance to policy, procedures and performance targets relevant to the service areas • To develop mechanisms which monitor service user feedback on the quality of services • Establish rapport and respectful trusting relationships with children, young people and their families • Understand the role and value of families and carers as partners in supporting their children to achieve positive outcomes • Ensure policies, procedures, and practice standards are readily available to practice staff • Use systems such as LCS effectively to ensure information is recorded about cases, contacts and individuals



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Partnership / corporate working	<ul style="list-style-type: none"> • To Chair multi agency and strategy meetings ensuring clear measurable outcomes and monitoring arrangements are agreed and recorded • To work cooperatively with other agencies to improve multi agency working and response to referrals and contacts • To work collaboratively with colleagues in developing services and social work practice • Strive for effective communication and teamwork with other practitioners and professionals. Provide professional advice and guidance as required • Liaise with statutory and voluntary agencies and work within the broad range of services for children and families • Understand and promote your role in sustaining good relationships across agencies
Resource management	<ul style="list-style-type: none"> • To manage risk within Social Workers caseloads and support social workers in managing risk Leading and mentoring colleagues in reaching appropriate decisions • To prioritise work ensuring the safeguarding of children and young people is paramount • To keep individual knowledge base up to date and undertake training as required • To assist the Team Manager to be able to make safe evidence based decisions relating to improving outcomes for children and families through the effective use of supervision • To monitor and audit outcomes of assessments and plans • Undertake professional supervision of staff as well as contributing to the staff appraisal process
Systems and information	<ul style="list-style-type: none"> • Encourage children and young people to share information • Ensure service information is available to services users, their families and the general public as appropriate • Understand the importance of sharing information, how it can help and the dangers of not doing so • Use systems and information as appropriate to quality assure the work of other professional and support staff
Strategic management	<ul style="list-style-type: none"> • To work with partners to ensure high quality service delivery to vulnerable children and their families • To assist managers in the overall strategic development and implementation of Children's Services and lead on specific projects as required • Support the Team Manager to develop and implement policies and procedures at team level • Act as a recognised expert within their specialist field. Contribute to the development of practice and policy • Contribute to the annual team action plan process and to service planning including the identification and achievement of team objectives
Safeguarding	<ul style="list-style-type: none"> • To be committed to safeguarding and promote the welfare of Children, young people and adults, raising concerns as appropriate • Involve children and young people when taking action that affects them • Understand systems that are there to protect children and your role in their effectiveness



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Person Specification	
Essential upon appointment	Desirable on appointment
<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge and experience of good practice standards in relation to children & families at a local level • Knowledge of the legal framework for working with children & families 	<ul style="list-style-type: none"> • Awareness of current national developments for children and families.
<p>Experience</p> <ul style="list-style-type: none"> • Substantial post qualifying experience within a relevant professional field • Substantial case management experience of cases with complex, professional and ethical issues including child protection, court proceedings, case conferences and other formal processes • Experience of multi-disciplinary working with children in need, looked after children and child protection • Experience of supervising NQSWs 	<ul style="list-style-type: none"> • Substantial experience as a senior practitioner in a relevant professional field
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Ability to manage, supervise and support a diverse range of staff with all aspects of children and families work, including children in need, looked after children and child protection • Developed practice skills for this client group, including the ability to engage & communicate with young people & families, and with a range of other stakeholders • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. • Ability to prepare written assessments, reports and service plans to a high professional standard • Ability to organise and prioritise workloads effectively, and to meet necessary timescales • Ability to assist the team manager to set targets, manage performance, and appraise staff • Ability to monitor services and practices to ensure agreed standards are maintained and intervene constructively where necessary, Support, challenge and motivate staff • Competent in word processing, creating & manipulating spreadsheets, data inputting, accessing information from databases and electronic communication. • Excellent skills with electronic case recording systems, such as LCS 	<ul style="list-style-type: none"> • Ability to plan and develop new ways of working, including integration with other key agencies. • Change management skills
<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, CSS, PQCCA) • Current registration with General Social Care Council • Supervision for Managers module • Evidence of further progress in PQ development 	<ul style="list-style-type: none"> • Advanced or Post-Qualifying professional training
<p>Other Requirements</p> <p>Satisfy conditions of service regarding:</p> <ul style="list-style-type: none"> • Statutory question's 	



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| <ul style="list-style-type: none">• Acceptable attendance record• Enhanced DBS clearance• Ability to travel for work purposes.• Availability to work as necessary outside office hours | |
| 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.