

## Job Description

<b>DIRECTORATE</b> People & Communities	<b>BRANCH</b> Children's Support & Safeguarding	<b>SECTION</b> Community Family Service
<b>JOB TITLE</b> Consultant Social Work Practitioner	<b>POST NO.</b>	<b>GRADE</b> JM2

### Main Purpose of the Job

**To operate as the senior lead social work professional within the Community Family Service, providing professional support and advice, continuous professional development to other team members, as well as handling a reduced caseload to allow for mentoring and professional support.**

This post will improve the outcomes of children whose needs are assessed as meeting the thresholds of level 3 and level 4 and those children who are looked after by the Local Authority

### Organisational Context

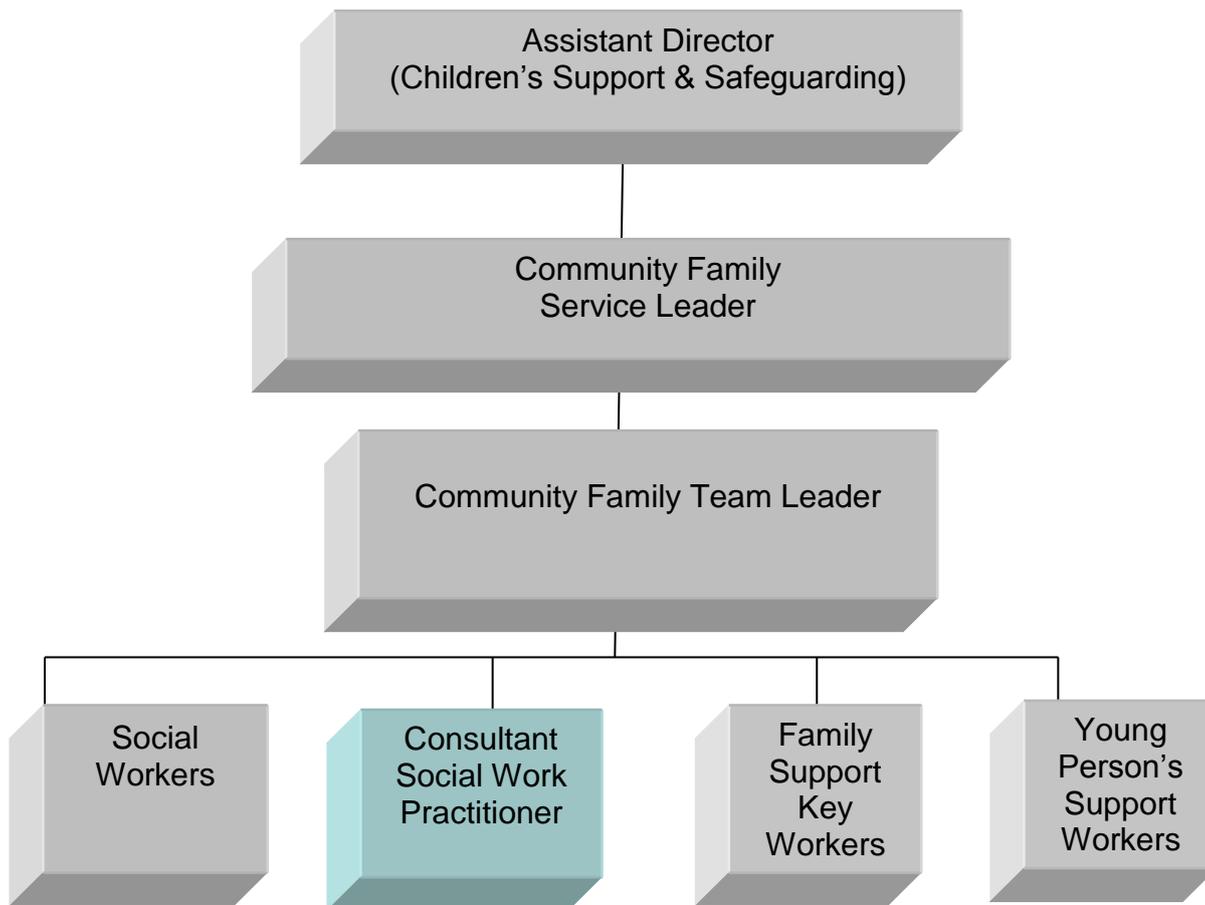
North Somerset has organised children and young people's services in three geographical areas called Community Family Support Services. Each geographical area has a number of Community Family Service teams which aim to improve co-ordination and integration of a range of universal and targeted services.

This post is one of 11 Consultant Social Work Practitioner posts who undertake one of the following areas of work:

- Children in need
- Children in need of protection
- Children Looked After

This post reports to the Team Leader for the Community Family Service.

## Organisational Chart



## Dimensions

The post holder will be part of one of the teams in the Community Family Service with responsibility to deliver the service in partnership with schools, primary healthcare and the local community. This will include the efficient deployment of resources according to need and management of associated budgets.

The post holder will have a minimum of three years post qualifying experience and will be responsible for leading and developing best practice within the team; coaching, mentoring and supporting individual team members with their day to day cases especially those that become more complex. This will involve case supervision to enhance decision making capacity within the team.

## Main Competencies and Responsibilities

1. Hold complex cases, apply knowledge and experience to improve outcomes for children and young people within the Community Family Service, by undertaking the full range of social work tasks.
2. Provide advice and guidance to colleagues within the Community Family Service and multi-agency partners who provide services to children in need, children in need of protection and children looked after.
3. Contribute to the recruitment, retention and selection of staff, ensuring a high quality staff group through appropriate training and development.

4. Set, model and deliver high practice standards and meet targets to improved performance consistently.
5. Act in the role of mentor and provide coaching as required to social workers, family support key workers, students and newly qualified social workers.
6. Develop a high level of competence and confidence in the use of the Council electronic case recording/reporting tool and the Integrated Children's System (LCS).
7. Promote positive and proactive working relations with other agencies working with vulnerable children and their families and carers, notably Corporate Parents, education providers, voluntary organisations, adult services, the police, health, housing services and employability advisers.
8. Ensure children, young people and their parents and carers are actively involved in the assessment of their needs, service delivery, and review, gathering user feedback on the effectiveness of services delivered and use this information to support service improvement. Identify areas of service deficit in order to improve the service provided to the community.
9. Ensure equality of access to services consistent with Council policy and good practice.
10. Develop, disseminate, and model a good understanding of evidence-based practice, integrating best practice into day-to-day service delivery.
11. Engage positively with professional supervision and annual appraisal review, contributing to the improvement of practice across the team.
12. Contribute to case/practice audits and take part in peer audits as required.
13. Provide accredited practice teaching for social work students on placement with the team.
14. Develop professional expertise in the key areas relevant to current practice including factors that impact on the ability of parents to provide safe care.

### **Supervision and Work Planning**

The post holder, under the line management of the Community Family Team Leader, will deliver and contribute to the development and work of the Community Family Team.

The post holder will be expected to deputise for the Team Leader when required by attending and or chairing meetings.

The post holder will contribute to the development of work-plans for the Community Family Team and support implementation ensuring effectiveness, efficiency and best value are achieved.

### **Qualifications and Experience**

- Social Work Qualification (Degree, DipSW, or equivalent).
- Registered as a social worker with the Health Care Professions Council.

- Higher PQ qualification (or studying towards) or evidence of post qualification study in a related subject or equivalent demonstrable experience.
- Ability to undertake case supervision and coaching of individual team members.
- Direct experience of statutory child care work such as children in need, child protection, looked after children, and family support.
- Experience of sharing and modelling best practice with colleagues.
- Demonstrate commitment to professional development for self and others as required by relevant professional codes of practice to maintain standards.
- Experience of multi-agency and/or partnership working.
- Experience of contributing to team planning and service improvement.
- Experience of allocating resources.

### **Job Context**

The Community Family Team is set in the context of the wider budget reduction challenges for the Council and will require services to work in a more targeted way.

Partnership working will be crucial including the wider North Somerset Council (especially Adult Services), Weston Area Health Trust, North Somerset Primary Care Trust, Employability Advisers, YOS, Learning Skills Council, Police and the voluntary sector. Relationships with schools, CAMHS services and carers will be key to supporting the attainment and achievement of children and young people.

### **General**

- This job description only contains the main duties relating to this post and does not describe in detail the tasks required to carry them out.
- The post holder will be required to use his/her initiative in ensuring that the Council's Equal Opportunities Policies, where they have been developed, are implemented in relation to the work area.
- Comply with safe systems of work.
- Satisfactory enhanced DBS disclosure certificate (relevant applications and checks will be carried out before any job offer is confirmed).

### **Special Notes or Considerations (if applicable)**

Much of the work undertaken within the Directorate is of a highly confidential nature. The post holder must at all times maintain confidentiality and should be aware that, given the nature of the services provided by the Directorate they may on occasions be exposed to information that they may find upsetting.