

JOB DESCRIPTION

Job Title	Advanced Practitioner - CSC		
Directorate	Children & Family Services		
Reporting to	Service Manager – Social Work		
Grade	9		
Evaluation ref:	AG0612	Job ref:	Family C&F09
Role purpose			
<p>The responsibility of the Children’s Services Function is to promote and ensure the safety, well-being and learning of children and young people. Within the Service, Children and Young People’s Social Care Team provide services to “Children in Need”, children subject to Child Protection Plans, Children “Looked After” and Care Leavers. Many of these roles operate through “multi-agency” teams.</p>			
Responsibilities			
<ol style="list-style-type: none"> 1. Act as the lead professional for the more serious/complex cases and offer high level professional and statutory advice to other Social Workers. 2. Undertake advanced assessments within their field identifying and providing detailed outcome focused analysis of the main issues including risk and needs in relation to service users and carers so that, within relevant legislation, appropriate action is taken, monitored, and reviewed effectively. Specific responsibilities and duties relate to Permanence, Child Protection, legal work, Children Looked After, Fostering and Adoption, etc. 3. Operate with a significant degree of professional independence and demonstrate competence through CPD and achievement of appropriate post qualification awards. 4. Although working within a specialist field (i.e. Safeguarding, Assessment, Fostering, Adoption, CLA) an Advanced Practitioner will be expected to move between specialism as required and with appropriate initial support. 5. Manage a workload within the designated function of complex and challenging cases with knowledge, skills and sensitivity or cases of sufficient risk and profile to warrant an experienced worker to work solely on it. 6. Have an increased level of autonomy and decision making, based on experience and knowledge around the cases allocated. Will report to the relevant manager on the progress of these cases. 7. Chair appropriate meetings to ensure the effective review of plans and make any necessary amendments to ensure the quality of care required. Will be expected to identify and specify the need for immediate and future changes to improve practice wherever necessary. 8. Act as Practice Educator to at least one social work student on placement a year to ensure dissemination and acquisition of learning and that the students meet the required standards of practice. Able to model and facilitate reflective practice. 9. Maintain performance and develop practice and expertise in line with personal targets as agreed through supervision and annual review. 10. Contribute to the achievement of Key Performance Indicators identified through service planning. 			

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11. Work to the prescribed quality standards for service provision set out by the service for all workers and participate as required in any review of quality standards or professional practice in the postholders area of expertise.

Impact

Contacts & Relationships

- Regular contact with the Team Manager, other professionals, and senior staff in providing a range of advanced and complex services for Children & Families.

The assignment requires advanced interpersonal and communication skills to:

- Engage effectively and work closely with a range of agencies such as Health Authority, Mental Health Services, Voluntary Agencies, Housing Officers, Local Authority and private Solicitors and Barristers, General Practitioners, Police and Education staff to discuss and resolve specific or complex cases, problem areas, court cases and service developments.
- Influence and mediate to achieve positive outcomes and to guide and motivate children, young people, families, carers, and prospective carers.
- Take the lead role and/or make constructive contributions in multi-agency settings.
- Understand the requirement to use plain English.

Resources

Hold an active caseload of assigned complex work, as appropriate to the function of the team.

Achieve and maintain PEPS qualification, usually by practice educating at least one social work student placement a year.

May line manage up to three unqualified staff, as appropriate to the function of the team.

Assist the Service Manager in the robust management of resources within the team by ensuring quality and value for money in service delivery.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
Knowledge and understanding of Social Care practice as defined by Social Work England Guidelines, appropriate legislation and issues relevant to client group.	E		

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Understanding of social care resources and provision available beyond statutory agencies.		D	
Awareness of government policy, guidance, and legislative changes across a broad range of Social Service issues.		D	
Experience			
Relevant multi-disciplinary Social Care experience.	E		
Evidence of partnership working with other agencies including Social Care Services, Health Services, Voluntary Agencies and/or Education	E		
Supervisory experience.	E		
A variety of experiences working with relevant client group.		D	
Qualifications / Registrations / Certifications			
Possession of recognised Social Care Qualification – Degree in Social Work, DipSW, CQSW, CSS or equivalent.	E		
Registration with Social Work England.	E		
PEPS Stage 1 (or experience of supervising and mentoring others).	E		
Studying or willingness to participate in PQ study.		D	
PEPS Stage 2		D	
Skills			
IT skills to enable effective input, manipulation and retrieval of data and information.	E		
Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).	E		
Working Conditions			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position.			
Corporate Responsibilities			

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- Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.
- Deliver the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: 18 June 2024