

# CROYDON COUNCIL

## ROLE PROFILE AND PERSON SPECIFICATION

**DIRECTORATE:** Children Young People and Education

**DIVISION:** Childrens Social Care

**JOB TITLE:** **Senior Practitioner**

## ROLE PROFILE

<b>Job Title:</b>	Senior Practitioner
<b>Directorate:</b>	Children Young People and Education
<b>Division:</b>	Childrens Social Care
<b>Grade:</b>	Grade 15

**Hours (per week):** 36

**Reports to:** Team Manager

**Responsible for:** Our children's social care service is responsible for fulfilling the council's statutory requirements and goals in respect of:

- the assessment and care planning of children in need, including those in need of protection
- direct work with children and families to achieve desired safety and well-being outcomes
- promoting the achievement of permanence for children looked after and care experienced adults.

The role involves building collaborative relationships with internal and external partners, third sector and community / faith organisations, and children and families in the locality to:

- promote the culture and social work values across the organisation
- support intervention and operational developments taking place across the children's partnership
- ensure the effective application of Croydon's model of practice  
promote coordinated and integrated working

### **Role Purpose and Role Dimensions:**

This post holder provides high quality case work to children, young people and families with complex needs and high risks requiring a statutory service.

Supports the Team Manager with the development of practice through supervision of newly qualified staff and / or alternatively qualified staff, coaching and mentoring less experienced practitioners.

The overall purpose of the role:

The Senior Practitioner role reports to the Team Manager providing leadership of practice through exemplary direct work; development of staff and specialist focused on a given area of practice.

The Senior Practitioner is an expert practitioner who directly delivers or contributes to the delivery of positive safety and well-being outcomes for children. They will support other staff within the team to develop their level of practice and expertise and growing the confidence in their practice.

The Senior Practitioner would have a developed ability to deliver on outcomes and functions as a role model for their team through the effective exercise of the following functions:

- Engagement and relationship building / maintaining
- Analytical and continuous assessment
- High standard of report writing and case recording
- Making professional judgments and recommendations based on assessment and review
- Development, co-ordination, implementation, and review of evidence-based plans
- The provision of direct help by the worker
- The matching of child / family with evidence-based services relevant to the identified needs.
- The co-ordination of multi-professional / agency input to assessment, planning and help.
- The application of theory and theoretical frameworks to all aspects of practice.
- Supporting the development of creative and innovate care planning to support children and their families.
- Oversee the planning for children where necessary
- Delivering to performance standards consistently across the measures within the journey of the child.

**Commitment to Diversity:**

The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

**Key External Contacts:**

Local, regional and national government bodies, agencies and NGOs; Ofsted, HMIP; professional bodies; other local authorities; partner organisations; statutory bodies; members of the public and community groups; trade unions, South London

and Maudsley Mental Health Trust, primary care, community and acute health services, borough police, Police Child Abuse Investigation Team, service providers in the private, voluntary and community sectors, Adult mental health and substance misuse services, Domestic violence services, Engagement with children, families and adults will be a key element.

**Key Internal Contacts:**

Other teams and colleagues across the whole council; Other sections of Early Help and Children's Social Care, other Children, Young People & Education Divisions, Adults Social Care and Health, Housing Services, Legal Services; CROYDON Safeguarding Children Partnership board support.

**Financial Dimensions:**

Senior Practitioners will make decisions regarding expenditure through Section 17 of the Children Act 1989 to support families and make recommendations that have resource implications, some of which can be significant e.g., placement costs, external assessments.

**Key Areas for Decision Making:**

The role is responsible for:

- Providing direct social work services as the allocated practitioner for children and families.
- making professional decisions that impact on the safety and well-being of children and young people.
- making decisions that ensure compliance with statutory requirements and Croydon practice standards in respect of the protection and well-being of children in need and looked after children.
- Making decisions on practice within structured and ad hoc reflective supervision for newly qualified social workers and other practitioners
- Ensuring practice standards are consistently met
- Developing and maintaining effective partnerships with key agencies to deliver multi-agency input for families
- Deputising for the Team Manager as required

**Other Considerations:**

You may, from time to time, be required to work outside of regular office hours including weekends and evenings to attend meetings and community events.

The postholder is required to observe and fulfill the seven principles of public life (also known as the Nolan Principles).

**Is a satisfactory disclosure and barring check required?**  
[\(click here for guidance on DBS\)](#)

Enhanced DBS and childrens and adults barred list

**What level of check is required?**

**Is the post politically restricted**  
[\(Click here for guidance on political restriction\)](#)

No

**Is the post exempt from the Rehabilitation of Offenders Act (ROA) 1974**  
[\(Click here for guidance on ROA \)](#)

No

**Key Accountabilities and Result Areas:**

**Key Elements:**

Delivering high quality social work practice with children and families allocated to them and the management of their caseloads

Making recommendations to managers which have cost implications, some of which can be significant e.g., placement costs, external assessments etc.

Undertaking evidence-based assessment work and use sound professional judgments, recommendations and plans in situations of need, risk, and permanence planning.

Making professional decisions that impact on the safety and well-being of children and young people.

Supporting others in making decisions that ensure compliance with statutory requirements and Croydon practice standards in respect of the protection and well-being of children in need and children looked after.

Continually develop at team and organisational level models of social work practice consistent with the introduction and development of relevant theoretical frameworks including Systemic Practice

Providing structured and ad hoc reflective supervision for newly qualified social workers and other practitioners, providing a source of experience, advice, modelling of good practice, coaching and support to others as agreed for their individual role

Deputising for the Team Manager in their absence

Developing and model the use of evidence-based methods of direct work with children and families

Collaborating closely with partner agencies to achieve good practice and good decision making for children and their families

Supporting senior managers in embedding a performance framework and use of data.

To act in a way that protects the reputation of the Local Authority and the social work profession, whilst always privileging the best interests of children

The list of duties in the role profile should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as

a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be as set out in the above role profile but please note that the Council reserves the right to update your role profile, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

## Confidentiality

- Treating all information acquired through employment, both formally and informally, in confidence. There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

## Data Protection

- Being aware of the council's legal obligations under the Data Protection Act 2018 (the "2018 Act") and the EU General Data Protection Regulation ("GDPR") for the security, accuracy and relevance of personal data held, ensuring that all administrative and financial processes also comply.
- Maintaining customer records and archive systems in accordance with directorate procedures and policies as well as statutory requirements.
- Treating all information acquired through employment, both formally and informally, in accordance with the **Workforce Data Protection Policy**.
- There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters

of concern regarding such issues as bad practice or mismanagement.

### **Contribute as an effective and collaborative team member**

This will involve:

- Participating in training to demonstrate competence.
- Undertaking training as required for the role.
- Participating in the development, implementation and monitoring of service plans.
- Championing the professional integrity of the service.

### **Equalities and Diversity**

- The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

### **Health and Safety**

- Being responsible for own Health & Safety, as well as that of colleagues, service users and the public.
- Employees should co-operate with management, follow established systems of work, use protective equipment and report defects and hazards to management.
- Managers should carry out, monitor and review risk assessments, providing robust induction and training packages for new and transferring staff, to ensure they receive relevant H&S training, including refresher training, report all accidents in a timely manner on council accident forms, ensure H&S is a standing item in team meetings, liaise with trade union safety representatives about local safety matters and induct and monitor any visiting contractors etc, as appropriate.

# Person Specification

<b>Job Title:</b>	Senior Practitioner; Children, Young People & Education
<b>Qualifications:</b>	<ul style="list-style-type: none"><li>• Qualified Social Worker and up to date registered with Social Work England</li><li>• Foundation level systemic practice qualification - desirable</li><li>• Practice Educator or Practice Teacher qualification – desirable.</li></ul>
<b>Essential knowledge:</b>	<ul style="list-style-type: none"><li>• Knowledge of national policy, strategy and developments regarding children’s social care, and areas that impact on children’s social care.</li><li>• Knowledge of relevant legislation, statutory guidance, standards and procedures.</li><li>• Knowledge of relevant theoretical frameworks, practice models and research findings.</li><li>• Knowledge of models of reflective supervision that impact on practice and outcomes.</li></ul>
<b>Essential skills and abilities:</b>	<ul style="list-style-type: none"><li>• Able to maintain records that evidence our engagement with children and families, informs the quality assurance framework e.g., quantitative, qualitative and outcome information for the children and families, the views and experiences of children and families</li><li>• Able to contribute to quality assurance exercises and activity as part of the service’s quality assurance framework.</li><li>• Able to hold accountability for practice with children and families and its impact on the lives of Croydon’s children</li><li>• Able to demonstrate professional and personal integrity and resilience through a problem-solving and constructive approach</li><li>• Able to use and apply data and management information to achieve continuous service improvement</li><li>• Excellent verbal and written communication skills</li><li>• Able to build influential and productive relationships within the service and with partners.</li><li>• Able to be analytical, view complex issues with clarity and make management decisions that are objective, impartial and evidence based.</li><li>• Able to support, manage and motivate staff through difficult and sensitive issues</li><li>• Able to work autonomously and be able to make evidenced-based decisions which effectively manage risks to children</li><li>• Computer literacy skills necessary to work with information management systems and produce good quality data in a variety of formats.</li></ul>

**Essential experience:**

- Significant evidence of post qualifying experience in statutory social work settings.
- Significant experience of practice with complex families where risks are high.
- Experience of complex practice within the family proceedings court
- Experience of successfully promoting and developing evidence based childcare social work practice into high performing practice.
- Experience of developing social work practitioners in an area relevant to this service area and role, which results in continuing practice improvement and the delivery of high-quality performance and good outcomes for children.

**Special conditions:**

You may, from time to time, be required to work outside of regular office hours including weekends and evenings to attend meetings and community events.

Croydon council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff to share this commitment. The Successful candidate will be subject to an Enhanced DBS check which allows them to work with children.