JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services	**Job Ref Number:** 4712
Service Area:	**Grade:** 11 **(click here for value)**

Job Title:
Practice Supervisor

PURPOSE OF JOB:
This is a first tier line manager post to assist the Team Manager in the efficient and effective delivery of social work service.

Practice Supervisors are qualified social workers whose primary function is to supervise the practice and decision-making of Approved Child and Family Social Workers, and to develop the skills of individuals and teams within child and family social work services. This requires experience of working with a high level of social complexity and risk of harm, and is likely to require substantial experience of working within the statutory system.

Provide supervision to other Social Workers in the team. May also supervise students, trainees, less experienced professional team members, support staff or volunteers.

To promote and govern excellent practice, and the delivery of the directorate's statutory duties and responsibilities.

TEAM STRUCTURE:



MAIN DUTIES:

1)	Deputise for Team Manager as required and support the Team Manager in service planning activities, reviewing the service to ensure value for public money and potential efficiencies maximised.
2)	The post holder will manage between 6-15 social workers for whom they will have direct supervisory, appraisal and day-to-day management. Provide supervision to other Social Workers in the team maintaining oversight of and supporting the ongoing casework held by the workers supervised. Shape and influence an environment which enables excellent

	practice by setting high standards and motivating others to do the same. Provide a safe, calm and well-ordered environment for all staff, ensuring that processes are fit for purpose and efficient.
3)	Conduct annual appraisal of staff whom the post holder has responsibility for and ensure it is undertaken in accordance with Directorate policies. Strike a balance between employing a managerial, task-focussed approach and an enabling, reflective leadership style to achieve efficient, day-to-day functioning.
4)	Be accountable for the development and application of practice and policy. Facilitate constant reflective thinking about the welfare of families, the safety of children and the wellbeing of staff. Share practice, knowledge and expertise underpinned by theory and the best evidence.
5)	Reflect upon the confidence of practitioners and adapt management and eladership style according to the needs of individuals and the organisation. Protect practitioners from unnecessary bureaucratic or hierarchical pressures and have in place strategies to help manage the root causes of stress and anxiety. Continually energise and reaffirm commitment to support families and protect children.
6)	Exercise budgetary responsibilities as delegated by Team Manager, including assessing care packages from a financial perspective and ensuring there is no overspend.
7)	Recognise and commend hard work and excellent practice an build social workers' confidence in their practice. Challenge complacency with a commitment to continued improvement and confidently hold poor practice to account.
8)	Investigate and respond thoughtfully and proactively to mistakes and complaints of alleged neglect, abuse or ill-treatment of children; undertake assessment and, where appropriate, arrange accommodation for children, young people. Reflect and create learning opportunities for self, staff and the organisation. Chair reviews/planning meetings/strategy meetings as appropriate.
9)	Work to range of legal options to support investigation and protection and apply permanence options. Exercise statutory powers where social work assessment shows that families require help and support and children are at risk of significant harm, ensuring that actions are proportionate to risk. Support practitioners to always communicate clearly, honestly and respectfully the purpose and content of the social work plan.
10)	Contribute to planning/reviewing the cases of children in care; supervise fostering/adoption arrangements.
11)	Oversee the preventative work with families in order to reduce the need for care or accommodation.
12)	Recognise how different relationships evoke different emotional responses, which impact upon the effectiveness of social work practice and provide responsive, high quality individual supervision. Use mechanisms such as peer supervision and group case consultation to help identify bias, shift thinking and the approach to case work in order to generate better outcomes for children and families. Recognise and articulate the dilemmas and challenges faced by practitioners and use this expertise and experience to guide, assist and support the provision of services.
13)	Ensure methods and tools used are based on best evidence, that progress is frequently reviewed that the social work plan is adjusted accordingly. Reflect upon and review the welfare and support needs of children and families and be alert to evidence of actual or likely significant harm ensuring that identified risks are managed and new risks identified, assessed and addressed.
14)	Make realistic child centred plans within a review timeline which will manage and reduce identified risks and meets the needs of the child. Any plans devised for the child need to be evidence informed, demonstrate clear analysis and professional judgement and evaluative decision making skills. This also includes working with multi-agency partners.
15)	Implement effective strategies for ensuring throughput of work. Frequently review the requirement for continued involvement so that cases are closed in a timely manner and that families have an appropriate and long term support plan where that is required, and ensure that no child or family is left unnoticed in the system.
16)	To ensure practices and procedures in relation to safeguarding children are followed in all

	cases in accordance with LSCB standards.
17)	Good understanding of working in a complex organisation such as a Local Authority, Trust or other delivery model for Children's Services. Act in ways that protect the reputation of Lincolnshire County Council and the wider Social Work profession whilst always privileging the best interests of children. Contribute to the organisation's role as corporate parent to children in public care.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Recognised qualification in Social Work (Degree, PGDip or MA/MSc)	A	X	
Registered with the HCPC and ensure that registration is maintained and renewed appropriately	A	X	
Post qualifying Practice Educator Level 1 and/or 2 or other post qualifying specialist award, or commitment to learn within 6 months	A	X	
Professional curiosity	A, T, I		X
Collaborative, able to work in partnership	A, T, I, P	X	
Driving Licence	A	X	
Relationship building skills, socially confident and adaptable	T, I, P	X	
Emotionally resilient	T, I, P	X	
Strong writing and reporting plus evaluative skills to and advanced level	A, T, I, P	X	
Conscientious	T, I, P	X	
Evidence of the individual seeking out continual development opportunities, to include leadership, supervision, mentoring, coaching or similar.	A, I		X
Completed post qualifying training for example Consolidation module, Advanced Childcare Award, Practice Educator 1, Practice Educator 2, ILM 5	A, I	X	
In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	I, P	X	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self–service to achieve maximum cost effectiveness.
The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.