

JOB DESCRIPTION & PERSON SPECIFICATION

| | |
|--|---|
| Director Area: Children's Services | Job Ref Number: 02450 |
| Service Area: Children's Services | Grade: 10 (click here for value) |

Job Title:
Advanced Practitioner

For use across the following teams: Family Assessment and Support Team, Adoption, Fostering, Children with Disabilities, Children in Care.

PURPOSE OF JOB:

The role is responsible for providing practical and social work support for children, young people and families. An Advanced Practitioner will hold the most complex cases referred to Children's Services. Given the expertise this role requires, the post holder will be an experienced social worker who has been qualified for at least three years, and who has undertaken continuing professional development. This will include post qualifying modules, for example, Consolidation Module, Practice Educator 1 and 2, Theraplay, Advanced Childcare Award or equivalent.

This role will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, direct work with children, young people and families and any other work identified as necessary. All of this must be based on best evidence and good practice, privileging the best interests of children and young people.

An Advanced Practitioner will hold a complex case load that will include high risk, high need, looked after children, a range of high profile court work and will undertake specialist assessments and interventions as required. For example, integrated risk assessment, Parent and Assessment Models (PAMS), Assess, Intervene, Move On Assessments (AIMS). This list is not exhaustive.

An Advanced Practitioner is a critical role within the team as they offer mentoring, coaching, support and practice expertise to other less experienced team members. The role has acknowledged depth of expertise, including the assessment and appropriate management of risk.

TEAM STRUCTURE:



| | |
|---------------------|---|
| MAIN DUTIES: | |
| 1) | Work independently to hold and effectively manage the team's most complex caseload. This will include the most high risk, high need, looked after children; a range of high profile court work and specialist assessments and interventions as required. |
| 2) | Undertake high quality direct work with children, young people and families, involving all key family members and prioritising children and young people's safety. Work using Signs of Safety methodology, which works collaboratively with families to empower them to find solutions whilst ensuring working within the policies, procedures of Children's Services and regulatory standards. |
| 3) | Lead on family network meetings and case mappings. Carry out in depth and ongoing family assessment of social need and manage risk to children, with particular focus on parental capacity and capacity to change. |
| 4) | Co-work specialist assessments with less experienced members of the team to ensure that they improve and develop. |
| 5) | Recognise harm and risk indicators of different forms of harm to children relating to sexual, physical and emotional abuse and neglect. Consider the possibility of Child Sexual Exploitation, grooming (on and offline), female genital mutilation, enforced marriage and the range of adult behaviours which pose a risk to children, recognising to o the potential for children to be perpetrators of abuse. |
| 6) | Use reflective supervision, research and other guidance to recognising one's own professional limitations and how and when to seek advice from a range of sources, including Practice Supervisors, senior practice leaders and other clinical practitioners from a range of disciplines. The post holder will work in conjunction with senior staff and managers through available support systems (supervision, appraisal, mentoring, co - working and work shadowing). |
| 7) | Navigate the family and youth justice systems in England using legal powers and duties to support families, to protect children and to look after children in the public care system, including the regulated frameworks that support the full range of permanence options. Participate in decisions about whether to make an application to the family court, the order to be applied for and the preparation and presentation of evidence. |
| 8) | Seek advice and professional second opinion as required in relation to the legal issues, interventions and plans which frequently impact children, young people and families involved with statutory services. |
| 9) | Use the law and regulatory and statutory guidance to inform practice decisions. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both. |
| 10) | 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. |
| 11) | Continuously develop knowledge of child development and how this impacts on all aspects of a child's life. This includes physical, cognitive, social, emotional and behavioural development and the impact of different parenting styles. Have a good and continually developing understanding of adult behaviours; for example, adult mental health, domestic abuse, mental health, physical health, disability and substance misuse and the impact on, and inter-relationship between, parenting and child development. |
| 12) | 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. |
| 13) | Arrange or provide transport/escort for Service Users e.g. to health appointments, education; provide practical support including access to living aids, to families and to young people, including those formally looked after by the Authority seeking to live independently in the community. |
| 14) | Maintain and update case notes and other records pertaining to the child/children you have responsibility for. Write reports as required and if needed give evidence in court on |

| | |
|-----|---|
| | factual matters. |
| 15) | Contribute to planning/reviewing the cases of children in care; supervise fostering /adoption arrangements. |
| 16) | To devise and deliver practice workshops regularly in team meetings and to other Children's Services staff as required. This could also include group supervision and mapping complex cases with less experienced staff. |
| 17) | Support, coach and mentor other members of the team and be a champion in Signs of Safety. The post holder is expected to be a Practice Educator to social work students on practice placements in the team, support with onboarding and induction and offer mentoring, work-shadowing/work experience opportunities. The post holder could be expected to take on Team Champion roles; for example, Signs of Safety Champion, Munro Champion etc. |

PERSON SPECIFICATION

| Requirements | Where identified* | Essential | Desirable |
|---|-------------------|-----------|-----------|
| Recognised qualification in Social Work (Degree, PGDip or MA/MSc) | A | X | |
| Registered with SWE 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 |

*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.

| Job Details: | |
|----------------------|-----------------------|
| Job Title | Advanced Practitioner |
| Identifier | 02450 |
| Director Area | Children's Services |
| Service Area | |
| Section | Cross Service |
| Date | 08/11/2017 |
| Score | 552 |
| Grade | Grade 10 |
| Description | |

| Factor Levels: | |
|---|-----|
| Supervision/Management Of People | 2.1 |
| Dispersal Awarded | No |
| Creativity & Innovation | 4 |
| Contacts & Relationships | 5 |
| Decisions - Discretion | 3 |
| Decisions - Consequences | 2 |
| Resources | 1 |
| Work Demands | 3 |
| Physical Demands | 1 |
| Working Conditions | 2 |
| Work Context | 4 |
| Knowledge & Skill | 6 |