

London Borough of Lambeth

JOB DESCRIPTION

Job Title:	Practice Development Lead (Service Based)
Department:	Children's Social Care
Division:	Children's Services
Business Unit:	Quality Assurance
Grade:	PO5
Responsible to:	Principal Social Worker
Responsible for:	N/A

Main purpose of post

- Ensuring a consistent approach in any service area within Children's Social Care, through a system of standards and practice that is understood and agreed by all practitioners within the service areas, including support to ensure accountability and best outcomes for children.
- Providing support and effective challenge through audits, management meetings and from work with advanced practitioners within the teams in regards to areas of weakness around practice standards, policy, procedures and skill set.
- Act as a Champion of 'What good practice looks like' and positive 'Leadership Skills' in regards to role modelling for social work practitioners in line with frameworks.
- To be accountable for ensuring that the service delivery to children and their families/carers and our partnership working with our Multi-agency in keeping children safe and ensuring their best outcomes is consistently 'Good'.

Our Core Values

- We believe children are best cared for in their birth families and where this isn't possible we take timely and appropriate action so children have permanence and stability.
- We work openly and collaboratively with parents and families understand why we are involved.
- We treat everyone with dignity and respect.

Key Unit Accountabilities

1. To promote and support individual performance and progression in relation to individual's career and team development and implement/facilitate peer learning across the service while working with the Service Manager and HR where needed.
2. Supporting the team with areas of identified development, around practice and personal and professional development to ensure a high quality service delivery to children and their families and multi-agency partners.
3. To maintain a personal awareness of legislation, national and regional developments and key drives that shape and influence contemporary social work practice as they relate to the service area.
4. To report on the themes, complexity and caseloads of service areas being supported and on the direction of the PSW in exceptional circumstances to hold cases.
5. To support APs within the team in facilitating high quality Group Supervision in line with Group Supervision policy and make pro-active use of supervision to extend effective practice, reflection and career development and to meet the objectives of Professional Development Reviews.

6. Conduit between service managers and the teams, supporting the development of self-assessments for the service area which reflect on strengths, areas for improvement, impacts and next steps.
7. Working with service managers and identifying service-wide themes
8. Contribute to the overall Quality Assurance and Key Performance Indicators of the allocated service area to ensure a high standard of service delivery, efficiency to evidence positive outcomes for Children including attending management meetings.
9. To carry out 6 weekly themed audits- to ensure 'good' standards of practice, skill set and evidence of positive outcomes for children which will indicate planning/training for practice improvements. To where appropriate investigate complaints and use learning from complaints to improve service practice and identify areas of improvement.
10. Collection and analysis of data to recognise trends to assist in the development of the service and recognition of positive and high standards of practice.
11. To oversee the recruitment, and induction and progress of ASYE, student social workers and practice educators, providing support where necessary to APs within the teams.
12. Support for APs in teams:
 - a. Supervision (group) for each service's AP cohort.
 - b. Case consultations
 - c. Delivering training
13. To work with colleagues and Learning and Development colleagues to develop and implement a programme of staff training and development to meet changing priorities and emerging practice requirements.
14. Due to the nature of the work with vulnerable children, families and carers some work beyond normal office hours is required from time to time.
15. To work flexibly in undertaking the duties and responsibilities of this job, and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
16. To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.
17. To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION
Practice Development Lead – PO5

<p>It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with a Ticks" (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
Qualification		Professional qualification in social work and must be registered with the Health & Care Professions Council (or any successor body)	A ✓
		Gained accreditation in one of the following or equivalent: <ul style="list-style-type: none"> • 15-day Heart of Practice training and accreditation (internal candidates) • Practice Educator training • Accredited CPD equivalent training 	A ✓
Key Knowledge	K1	Knowledge of communicating effectively, verbally and in writing, to a range of audiences including children, young people, parents/carers and professional colleagues at an advanced level.	A ✓
	K2	Ability to gather, analyse and review complex and/or contradictory information quickly and effectively, using it to reach informed decisions to determine and plan interventions and decide a course of action, with minimum support.	
	K3	Demonstrating knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes.	A ✓
	K4	Ability to plan and prioritise workload within a flexible work environment with a high level of autonomy, modelling workload management skills to others.	A ✓
	K5	Knowledge of demonstrating understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice.	
	K6	Knowledge and understanding of effective customer care.	
Relevant Experience	E1	Qualified Social Worker with significant post-qualification experience in a social work role and supporting and influencing strategic decision-making.	A ✓
	E2	Proven experience to transfer knowledge and skills to colleagues through coaching, mentoring and co-working with students, NQSW and junior social work colleagues.	A ✓
	E3	Experience in developing and maintaining expertise of the established and emergent research and practice relating to the service area and be	

		able to evidence involvement in activities leading to practice development across the organisation	A ✓
	E4	Experience of using legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including a sophisticated knowledge of the law and guidance relating to the service area.	
Core Behaviours		<p>Focuses on People</p> <p>Is about considering the people who our work affects, internally and externally. It's about treating people fairly and improving the lives of those we impact. It's about ensuring we have the right processes in place.</p> <ul style="list-style-type: none"> • Approach families with empathy, compassion and creativity using relationships for positive change • To be curious, sensitive, and reflective as well as being authoritative, professional and tenacious in improving life outcomes for children, families and carers • Use a systemic approach to work purposefully, openly and compassionately with the whole family system. 	
		<p>Takes Ownership</p> <p>Is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the council's objectives, and furthering our professional development.</p> <ul style="list-style-type: none"> • Reflective critical thinking and analysis to evaluate and integrate multiple sources of knowledge and evidence to create meaningful assessments and plans • Draw on a range of approaches, used proportionately and regularly reviewed • Have high quality planning and decision making skills • Take appropriate responsibility for your conduct, practice and learning. 	
		<p>Works Collaboratively</p> <p>Is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results.</p> <ul style="list-style-type: none"> • Build skilful and influential working relationships with other professionals and agencies • Demonstrate understanding and skill in working as a member of a team and organisation 	
		<p>Communicates Effectively</p> <p>Is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.</p> <ul style="list-style-type: none"> • Make good and emotionally intelligent use of supervision 	
		Focuses on Results	

		<p>Is about ambition and achievement. It's about orienting ourselves towards the end product and considering the effect of our service. It's about making the right impact, having the right result and changing things for the better.</p> <ul style="list-style-type: none">• Understand legal and statutory responsibilities and execute these in children's, families and carers best interests.	
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