

# Kent County Council

## Job Description and Person Specification

Job Title: *Senior Practitioner*

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**Directorate:** Children, Young People and Education  
**Unit/Section:** Specialist Children's Services  
**Grade:** KR11  
**Responsible to:** Team Manager

### **Purpose of the Job**

To contribute to the ongoing assessment of foster carers to meet the Fostering National Minimum Standards through robust supervision and support of Foster Carers across the county of Kent and at times outside of the county (if a child has been placed with connected persons foster carers residing outside of the Local Authority area) in line with the Fostering Regulations (2011).

Contribute to raising and maintaining standards of professional social work within the wider fostering service, develop areas of specialist practice, offer expert advice to less experienced staff and act as a Practice Assessor for students and ASYE.

The post holder should be working in line with the relevant standards set out in the Social Care Capabilities Framework (SCCF).

### **Main duties and responsibilities:**

- Manage a caseload of complex cases involving high levels of risk and needs to a high standard to ensure resources are utilised effectively.
- Deputise for the Team Manager at Management Meetings and act as a Panel Advisor when required, alongside other clearly defined tasks as and when required.
- Provide a high-quality resource of professional social work knowledge and expertise to a team of social workers to include student supervision, chairing meetings, undertaking second opinion visits, attendance in court, and assisting with case audits and reviews, while assisting the team in ensuring that it carries out its core tasks to a high standard.
- Provide coaching and mentoring support to social workers, including those undertaking social work training, to support and further their professional knowledge and development to impact upon the overall quality of practice within teams.
- Attend court, where appropriate to assist with the team in ensuring that key professional input and expertise is provided to high profile and sensitive cases.

- Act as a Practice Assessor to support student placements/ASYE.
- Liaise regularly with colleagues throughout the Council to ensure social work staff deliver existing and new practices consistently and to a high standard.
- Contribute to the development of new initiatives through attendance or leadership on working groups, multi-agency forums, training courses etc. and acting as lead for identified service initiatives i.e. planning for permanence and research work, to develop current and new ways of working that meet service requirements.
- Maintain awareness of changes in legislation and related policies and practices and ensure all social work staff are also informed of these changes to enable consistent and timely implementation.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

The following outlines the Minimum and Desirable criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>MINIMUM</b>
<b>QUALIFICATIONS</b>	<p>Degree in Social Work, CQSW, DipSW or equivalent.</p> <p>Registration as a Social Worker with the HCPC.</p> <p>Evidence of relevant continuing professional development.</p>
<b>EXPERIENCE</b>	<p>Three years minimum post qualifying experience, including substantial experience working in fostering.</p> <p>Experience undertaking complex and highly analytic assessment work, including well informed risk assessments.</p> <p>Experience of delivering adult training, successfully and confidently managing and responding to the needs and dynamics of groups.</p> <p>Providing consultation, mentoring, and developing staff.</p>
<b>SKILLS AND ABILITIES</b>	<p>Quality assure through case audit and review to ensure high standards of practice.</p> <p>Communicate skillfully, engage in complex situations, negotiate, mediate and professionally challenge.</p> <p>Confidently chair meetings and manage dynamics, ensuring everyone is heard and views and feelings are responded to sensitively.</p> <p>Work effectively on own initiative.</p> <p>Excellent assessment and report writing skills with the ability to record information distinguishing conflicting views and perspectives and make clear, purposeful recommendations.</p> <p>Computer literate.</p> <p>Ability to supervise and develop student placements and other social worker staff</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.</p>
<b>KNOWLDEGE</b>	<p>This role requires an excellent level of working knowledge of</p>

	<p>the relevant legislation relating to fostering, including</p> <p>The Children Act (1989)  The Fostering Regulations (England) (2011)  Fostering Services: National Minimum Standards (2011)  The Care Planning, Placement, case Review (England) Regulations (2010)</p> <p>Excellent working knowledge of county wide policy and procedures in relation to Fostering and Children in the Local Authorities care.</p> <p>Understanding of theories in relation to child development, attachment, separation, loss, trauma and resilience and an ability to apply these in practice to support Foster Carers and the children the look after.</p>
<p><b>PERSONAL QUALITIES</b></p>	<p>Highly organised</p> <p>Professional credibility.</p> <p>Enthusiasm/initiative</p> <p>Innovative/flexibility</p> <p>Leadership and management skills to support others in developing skills.</p> <p>Commitment to equal opportunities and valuing diversity.</p>
<p><b>COMPETENCIES</b></p>	<p>Competencies are set within the “Kent Social Services Children and Families – Training Framework – Child Care Post Qualification Training Programme April 2000”</p>
<p><b>KENT VALUES AND CULTURAL ATTRIBUTES</b></p>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile  <b>Curious</b> - constantly learning and evolving  <b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all  <b>Working Together</b> - building and delivering for the best</p>

	<p>interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>
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