Kent County Council

Job Description: Senior Practitioner

Directorate:	**Integrated Adolescent Service**
Unit/Section:	**Adolescent Social Work Team South**
Grade:	**KSI**
Responsible to:	**Team Manager**

Purpose of the Job:

To undertake a range of statutory duties in accordance with the Children Act 1989, focussing on children in need of support and protection.

Working as a Senior Practitioner you will provide supervision, guidance and challenge to less experienced workers, promoting good practice, good performance and a shared responsibility for the wider safeguarding agenda through the provision of high-quality social work interventions and effective liaison with local partners.

Main duties and responsibilities:

- You will be a DIPSW, CQSW, CSS or equivalent Social Work graduate with Social Work England registration.

- You will deputise for the Team Manager and / or represent the Adolescent Service at key partnership forums.

- You will carry a number of complex cases, completing assessments of need, planning appropriate resources and monitoring and reviewing plans in line with the policy framework.

- You will work closely with 16/17yr old young people who present as homeless and rapidly respond to ensure early and effective intervention to prevent homelessness.

- You will be responsible for chairing Child in Need meetings, Co-ordinating multi agency risk meetings, completing Joint Housing Assessments with District Councils, and supporting social workers to provide effective interventions for young people. You may also need to support young people as they become Looked After, attending Looked After Child reviews, completing Care Plans and Pathway Plans.

- You will provide informal and supervisory support to less experienced and qualified workers in the team and to contribute to the development of the team (e.g., chairing case mapping meetings, complex case discussions etc)

- Via direct work with families, mentoring and coaching other, less experienced staff, you will promote a practice philosophy which seeks to empower service users, build on individual strengths, and develop strategies which support them to understand, manage and respond to risk and to ensure assessments and plans reflect this.

- You will shape and develop practice standards within the service, by contributing 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, to develop current and new ways of working that meet service requirements.

- You will work collaboratively with a range of services and partners such as Health, Education, YOT, Police, Housing, and Local Housing Providers to reduce the likelihood of harm and promote life outcomes.

- You will promote and actively utilise holistic and whole family approaches to achieve best social work practice, using evidence based practice to exemplify this standard.

- You will 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.

- You will have a clear understanding of functional constraints, and the importance to continue to deliver high quality services to young people through times of austerity.

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

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Person Specification: Senior Practitioner

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

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

	CRITERIA
QUALIFICATIONS	Degree in Social Work CQSW/DipSW or equivalent and registration as a Social Worker with Social Work England Evidence of relevant continuing professional development
EXPERIENCE	Extensive post qualifying experience working with children and their families in statutory settings. Providing consultation, mentoring and developing less qualified and / or experienced staff (for example NQSWs, social work students or adolescent support workers) Statutory experience of working with children aged 10 - 18 (or ability to evidence transferable skills in a related field) Experience in managing adolescent risk via contextual safeguarding approaches.
SKILLS AND ABILITIES	Engage and develop effective professional relationships with children and families to achieve sustainable positive outcomes in assessment, care planning and delivery. Communicate skilfully and engage with families and professionals in complex and high risk situations including effective negotiating.

	Assess children and families holistically in relation to their need for support and/or protection from harm – you will need to be able to make sound professional judgments, often under pressure or in periods of crisis. Accurately record information distinguishing conflicting views and perspectives. Able to develop, implement and review evidence-based multi-agency care plans which focus on and successfully deliver safety and well-being outcomes for children. Able to communicate to a high standard verbally and in writing, and to produce and present high quality reports. Able to comply in practice with statutory requirements and guidance, and local procedures and standards Ability to quality assure through supervision, case audits and case reviews to ensure high standards of practice are maintained. Ability to work within an Equal Opportunities, non - discriminatory framework. Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day. A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.
KNOWLEDGE	Understanding of relevant legislation and policies and procedures relating to Young Homeless 16–17-year-olds, Children in Need, Looked After Children.

	Knowledge of approaches related to adolescent social work and risk management and evidenced based methods of intervention Knowledge of factors that may affect adolescents within the service and the processes that they become involved with e.g. Youth Justice system. Understand and apply the concepts of child development, attachment, trauma, separation, loss, change and resilience Demonstrate a clear understanding of human rights and choice including mental capacity.
PERSONAL QUALITIES	Professional credibility, including openness and honesty Enthusiasm and commitment to working with socially excluded young people Leadership and management skills to support others in developing risk management skills Commitment to equal opportunities and valuing diversity
KENT VALUES AND CULTURAL ATTRIBUTES	Kent Values: • We are **brave**. We do the right thing, we accept and offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make

	Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering** - Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making (If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)