The Job Description and Person Specification Adolescent Support Team (AST) Senior Practitioner

Kent County Council
Job Description: Senior Practitioner

Directorate:	**Integrated Adolescent Service**
Unit/Section:	**Adolescent Support Team**
Salary/ Grade:	**KR11 (£39,812- £45,589) plus recruitment and retention market premiums (if eligible)**
Responsible to:	**Service Manager, Integrated Adolescent Service**

Job Purpose:

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 providing guidance and challenge to less experienced workers, ensuring the promotion of 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 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 support, completing Joint Housing Assessments with District Councils, and supporting young people to attend interviews and meetings in accordance with their support needs. 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 support to less experienced and qualified SW's in the team and to contribute to on the job training in relation to team policies and procedures and induction arrangements.

- 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.

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The following outlines the Minimum 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.

MINIMUM 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	Substantial diverse experience working with adolescents and their families, including in statutory and / or adolescent related settings Providing consultation, mentoring and developing less qualified and / or experienced staff (for example social work students or adolescent support workers) Experience of systemic practice e.g. signs of safety and strengths based 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 skillfully and engage 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 audit and review to ensure high standards of practice. Ability to work within an Equal Opportunities, non - discriminatory framework.
KNOWLEDGE	High level working knowledge 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 Keep abreast of changing issues and contexts at all levels, including in depth knowledge of social work research, and applying these in

	practice. 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
ADDITIONAL	Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day