



LONDON BOROUGH OF  
RICHMOND UPON THAMES



## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title:</b> Practice Specialist Social Worker	<b>Grade:</b> PO5
<b>Section:</b> Children & Families	<b>Directorate:</b> Children's Services
<b>Responsible to following manager:</b> Service Manager Principal Social Worker (dotted line)	<b>Responsible for following staff:</b> n/a
<b>Post Number/s:</b>	<b>Last review date:</b> July 2021

#### Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

#### Job Purpose

The role of Practice Specialist Social Worker is pivotal to the development of our Outstanding Practice Framework and culture of quality. This is founded on our systemic model of intervention that supports our core value that a family is the best place for a child or young person to thrive and meet their potential.

The post requires highly skilled practitioners who have a demonstrable and proven track record of building productive relationships with children and families; created change and improved outcomes for children; and can lead and inspire outstanding practice. Our core value will be integral to practice of the post holder and their beliefs about creating change with families for children.



The post will work within a geographical cluster, operationally reporting to a service manager with a dotted line to the Principal Social Worker who leads practice improvement across the practice system.

### **Specific Duties and Responsibilities**

1. Actively promote and lead the embedding of our vision of our Outstanding Practice Framework across Children's Social Care - this requires knowledge and skills in systemic practice and its application to social work.
2. Hold a small portfolio of complex cases; including co-working complex cases with less experienced colleagues.
3. Lead group reflective supervision spaces with teams and for social workers.
4. Provide coaching to social workers in areas of practice improvement.
5. Auditing of practice where there is identified need for improvement and developing improvement plans.
6. Devise, develop and deliver practice workshops around identified areas for improvement arising from audit, including monitoring of impact of practice development.
7. Work closely and collaboratively with colleagues in quality assurance and training & development to embed practice improvement, monitor impact and disseminate learning.
8. To work closely with the designated Service Cluster and the Principal Social Worker to provide practice leadership, swift and timely responses to practice improvements and monitor impact of improvements to practice.
9. To work closely and collaboratively with colleagues to ensure children families receive outstanding quality service across Children's Social Care
10. Maintain up to date detailed knowledge of legislation and national policy and to ensure practitioners, teams and designated service areas are briefed on changes. This will include the duties and responsibilities arising from the Children Act 1989, threshold applications for children in need and children at risk of significant harm; Children Act 2004; and care planning, fostering and adoption regulations and guidance in relation to young people looked after.



11. Excellent knowledge of theory, conceptual frameworks , practice approaches , research and evidence based interventions that underpin effective social work practice - including awareness of current issues and debates within the social work profession and social work academia.
12. To work closely with and be fully committed to the implementation of Family Safeguarding in Wandsworth. Leading and creating opportunities to develop practice for social workers working collaboratively with multidisciplinary colleagues.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

### **Additional Information**

N/A

### **Team structure**

For the current structure please go to The Loop.

## Person Specification

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<b>Responsible to:</b> Service Manager	<b>Responsible for:</b> n/a
<b>Post Number/s:</b>	<b>Last Review Date:</b>

### Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

**Being open.** This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

**Being supportive.** This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

**Being positive.** Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements	Assessed by A & I/ T/ C (see below for explanation)
<b>Knowledge</b>	
Excellent working knowledge and understanding of Children Act 1989 and 2004; including thresholds for intervention; London Child Protection Procedures; awareness of current national policy drivers, legislation, affecting children's social care and care planning regulations.	A, I, T
Awareness, understanding and commitment to the protection and safeguarding of children, young people and vulnerable adults through the	A, I, T

utilisation of systemic ideas and practises to build relationships with families that can create positive change for children.	
Knowledge and skills in systemic practice and its application to social work, including utilising systemic ideas in supervision and direct practice.	A,I,T
In depth knowledge and understanding of the needs of children and young people; strong knowledge of the developmental needs of children and young people, including knowledge of intrafamilial abuse and young people's experiences of significant harm beyond their families.	A,I,T
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,I,T
Understanding of and commitment to the principles of human rights and equality and how they underpin practice; including anti-racist social work practice.	A, I
<b>Experience</b>	
Substantial practice experience of working with children and families within children social care including children in need, children need protection and children looked after. Including a high level of competence and confidence in legal proceedings in the family courts, preparing evidence statements/care plans and giving evidence.	A,I
Experience of working within complex organisational environments and confident to work with and influence a wide range of people and managers (including senior managers within the local authority and other organisations).	A,I
Experience of mentoring and supervising others; Practice Education and supervisory experience is desirable but not essential.	A,I
Significant extensive delivery of child focused social work in a statutory context.	A,I
<b>Skills</b>	
Knowledge and understanding of the needs of children and young people; the ability to engage with children and their parents/carers and to involve them in decision making and co-construction of plans for their children.	A,I,T
Ability to shape the learning of others and to develop outstanding social workers to lead change for families through a coaching approach.	A,I, T
Ability to observe, analyse and appropriately challenge practice able to identify areas of strength and areas for development in another's practice.	A,I,T
Demonstrates a high standard of practice skill and direct work with children in need in their families. This includes relationship building, communication skills and analysis.	A,I
Comfortable managing risk in high pressure environment, working directly with families and in a coaching and modelling role.	A,I
Models high level of professionalism through values and behaviours, well organised, manages time effectively unable to implement practice improvement cycle.	A, I



<b>Qualifications</b>	
Social Work qualification	A, C
Social Work England registered	A, C
Systemic Practice with Families Foundation training (desirable)	A, C
Practice Education Qualification	A, C

**A – Application form / CV**

**I – Interview**

**T – Test**

**C - Certificate**