



Job Profile comprising Job Description and Person Specification Job

Description

Job Title: Advanced Practitioner	Grade: PO5
Section: MASH	Directorate: Children’s Services
Responsible to following manager: MASH Manager	Responsible for following staff:
Post Number/s:	Last review date: May 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

Wandsworth’s MASH is the Front Door for referrals from agencies and residents for Early Help and Children’s Services.

The MASH ensures children and young people receive the right service within the right framework.

The role of the Advanced Practitioner is key to the safeguarding of children and young people living in Wandsworth.



As an Advanced Practitioner you will review all safeguarding contacts and be responsible alongside the MASH Manager for determining the right service and the right framework to meet the needs of children and young people.

They will provide consultation to a wide range of partners around referrals and appropriate advice on next steps and where to access the appropriate support for a child or young person.

Important relationships to develop and cultivate:

- All teams and staff within Children's Social Care, Early Help Clusters and Safeguarding Standards, Education, Performance and Planning, Housing and Adult Social Care External:
- To the children, young people and families in Wandsworth who have contact with the Children's Services Department
- The Police, Schools, Community Health and Acute Health, Child and Adult Mental Health, local community and faith groups, The Probationary Service
- To representatives of the key government departments, national bodies and networks

Specific Duties and Responsibilities

- Effectively identify and analyse strengths, need and harm with reference to how past history and current events impact on children and their future outcomes.
- Be confident and consistent in decision making, and the ability to apply national and local legislation and thresholds.
- Work and make robust and safe decisions under pressure and strict deadlines.
- Record actions and decision making in a clear and concise manner, whilst being child-focused.
- Ensure information is appropriately and effectively shared with partner agencies or internal teams.
- Work collaboratively with parents, partner agencies and internal teams to gather information, identify need and risk and determine appropriate plans to meet these.
- Work with families and partner agencies in a strength and relationship based practice framework.
- Demonstrate high levels of individual professional accountability and responsibility.
- Work constructively as part of a team and under management oversight and direction
- Work collaboratively with managers and team members towards ongoing practice and team development

- Act as a recognised expert within the specialist social care field to mentor, provide advice and support to the children’s workforce about making and understanding threshold decisions.
- To facilitate group supervision within MASH as well as case supervision to practitioners where this is required.
- To undertake line management responsibilities for initial contact workers and provide regular supervision to them.
- To assure the quality, effectiveness and appropriateness of social care provided by the team, ensuring that all intervention is conducted in accordance with legislative requirements, the Departments’ Practice Standards, all relevant policies and procedures and agreed performance targets
- To lead and contribute to multi-agency meeting set up to improve the quality and effectiveness of safeguarding children and young people across the partnership
- To chair reviews, planning meetings, strategy discussions and other professional/network meetings
- To manage the allocation of workload across the team in the MASH to ensure that timescales for reaching threshold decisions are met.
- To be able to work as a team to manage the delivery and performance against the statutory response times while ensuring that all children and their families received a suitable response that meet their needs.
- To provide high quality reflective professional supervision to support partners in safety planning for children that sit below the threshold for social work intervention but have a range of complex needs which if not planned for well could escalate and require social work involvement.
- To make effective use of supervision and appraisal as an opportunity to critically reflect on casework and to identify learning and development needs to continually improve upon practice; and to support CPD. To demonstrate the standards of proficiency as required by Social Work England (SWE) in order to maintain individual registration.
- To ensure that all information systems and case records across the team are of high quality and are up to date; support good practice and maintain a focus on positive outcomes for children and their families.
- To undertake a range of quality assurance activity, including peer auditing, auditing of casework across the service in line with the Children’s Services Quality Assurance Framework.
- To carry out and embed the learning from audits into the practice of the team and the wider MASH partnership.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the service.



- 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.



Person Specification

Job Title: Advanced Practitioner	Grade: PO5
Section: MASH	Directorate: Children’s Services
Responsible to: MASH Manager	Responsible for: Initial Contact Workers
Post Number/s:	Last Review Date: May 2021

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 (see below for explanation)
Knowledge	
Knowledge of childcare legislation, statutory guidance and the London Child Protection Procedures.	A,I,T
Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors	A,I,T

Knowledge and understanding of current issues, developments and research in children's social work practice, particularly in relation to child protection, looked after children, and planning of interventions	A,I,T
Knowledge of best practice for assessment and care planning, and some understanding of and commitment to the approaches within Wandsworth's Outstanding Practice Framework.	A,I,T
Experience	
Advanced experienced of applying in practice, the principles of care legislation relating to child protection, looked after children and the provision of services to children in need.	A,I,T
Experience of working with a wide range of partners to develop their understanding of threshold and risk	A,I,T
Experience of practice teaching, mentoring and supervising others	A,I,T
Skills	
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.	A,I,T
The ability to analyse information and make decisions in consultation with colleagues in the MASA and partner agencies.	A,I,T
The ability to engage with referring agencies, parents and young people, taking into account their position and their experiences.	A,I,T
Excellent skills in communication and engaging a wide range of partners and the ability to understand their roles and responsibilities and how they relate to the safeguarding of children.	A,I,T
In-depth knowledge of relevant policy, legislation, guidance and best practice in safeguarding children, and a high level of competence and confidence in legal proceedings in the family courts, preparing evidence statements/care plans and giving evidence.	A,I,T
Qualifications	
Professional qualification in social work and must be registered with Social Work England (SWE).	C

A – Application form / CV; I – Interview; T – Test; C - Certificate