

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Practice Assurance Lead	Grade: PO6
Section: Practice Standards	Directorate: Children’s Services
Responsible to following manager: Quality Assurance Service Manager	Responsible for following staff: N/A
Post Number/s: SR701/ CS314	Last review date:

Working for the Richmond & Wandsworth Better Service Partnership

This role is employed under the Richmond & Wandsworth Better Service Partnership. The overall purpose of Richmond & Wandsworth 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.

Richmond & Wandsworth Better Service Partnership 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

Reporting to the Service Manager for Quality Assurance, the core purpose of this role is to support the delivery of an effective Practice Assurance Framework that understands and continuously improves the quality of practice across Children’s Social Care.

This role will be instrumental in achieving our ‘Outstanding Practice Framework’ and delivery of our vision and strategic priorities by leading on the practice assurance activity that provides a line of sight into practice with children and their families. High quality and rigorous practice assurance and subsequent practice improvement activity will ensure that children and their families are receiving high quality help and interventions and where improvements are required they are identified quickly and rectified.

This role requires a passion for Social Work practice that supports children and their families to make positive change and an ability to drive and deliver change in line with National and Local priorities. The post holder will be rigorous in their attention to detail, ability to work alongside and influence up and down the organisation from practitioners through to director level and work with partners – including Health, Police and Education – through our Safeguarding Children’s Partnership. A high level of drive, stamina and political sensitivity are required as well as an ability to thrive within a complex environment, foster effective working relationships and uphold professional standards.

Specific Duties and Responsibilities

- To assure the quality and impact of practice, and deliver a continuous improvement cycle, across Children’s Services and Early Help (Place and Partnership) through completion of reflective Learning Episodes (case audits), dip-sampling, thematic practice reviews and other practice assurance activities.
- To inspire and lead a learning culture through an effective model of quality assurance that identifies what is working well, and why, and what needs to improve.
- To use creative methods to ensure that the experiences and voice of children, young people, parents, carers and multi-agency professionals are central to the evaluation of our practice and shape all practice improvements.
- To work collaboratively with colleagues from workforce development to co-ordinate and deliver thematic practice weeks throughout the year.
- Ensure learning from audits is incorporated into up-to-date procedures and practice guidance; to develop and implement practice guidance and resources as required, working collaboratively with the Policy Team to maintain practice oversight and ownership of online resources and Children’s Services procedures.
- To lead the collation and analysis of the qualitative and quantitative information arising from practice assurance activities; share key learning and themes through written reports; develop and lead presentations and workshops to staff groups; and contribute to strategic meetings about service delivery.
- To provide appropriate challenge to managers and practitioners across Children’s Services and support managers across Children’s Services to develop high quality practice assurance skills; including coaching to managers as and when required.

- To recognise and celebrate good practice and to escalate concerns where practice falls short of expected standards, making sound recommendations to improve outcomes for children.
- To work with the Service Manager for Practice Assurance and the Assistant Director for Practice Standards and Principal Social Worker to contribute to tasks required for multi-agency practice assurance projects, learning reviews, rapid reviews and child safeguarding practice reviews (CSPR) where required and preparation for inspection readiness.
- To develop and influence internal and external working relationships with professionals that promote strategies for on-going learning, collaboration and improved practice and services for children and their families.
- To promote a culture of kind, compassionate, transparent and child-focused practice.
- To promote anti-racist and anti-discriminatory practice by personally and professionally challenging discrimination, racism, sexism and other forms of unjust behaviour for all groups of staff and people we work with.
- The post holder will not hold line management responsible but will be required to lead small teams and groups to deliver practice assurance activities and implement practice improvements activities.
- This post sits within the Practice Standards Service and on occasion the post holder may be required to undertake tasks commensurate to this role – such as chairing safeguarding meetings.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- 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 Richmond & Wandsworth 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 roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Additional Information

Team structure

For the current structure please go to The Loop.

Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across the Richmond and Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Displays an awareness, understanding and commitment to the protection and safeguarding of children, young people and vulnerable adults through creative and innovative practice	x		I/T
Knowledge of relevant legislation and statutory guidance, including: Working Together to Safeguard Children, Children Act 1989 and 2004, National Practice Framework, London Safeguarding Children Procedures.	x		A/I
Knowledge of research, government policy and strategy in respect of services for children and young	x		A/I

people, including evidence based early help statutory and preventative services.			
Knowledge of relevant theoretical frameworks, practice models and research findings.	x		A/I
Knowledge of “outcomes” concepts, quality assurance methodology and change/project management techniques	x		A/I/T
Demonstrable understanding and application of anti-discriminatory and anti-racist practice.	x		I/T
Experience	Essential	Desirable	Assessed
Practice experience across the range of children’s social work and across the development with stages of children.	X		A/ I
Experience of management within children’s social care services	X		A
Experience of implementing, evaluating and using quality assurance frameworks		x	I
Experience of the operation of key statutory processes and the operation of child protection procedures	X		A/I
Experience of developing, and improving practice	x		I/ T
Experience of providing professional challenge in a social work practice context	x		I
Skills	Essential	Desirable	Assessed
Ability to communicate and form relationships with a broad range of stakeholders - from services to frontline staff to senior management and elected members	x		A/ I/ T
Able to lead and manage projects effectively and overcome obstacles	x		A/ I
Able to analyse complex information and/ situations effectively.	x		A/ I/ T
Ability to work with a high degree of autonomy and initiative, organising prioritising workload, and to work under pressure and meet deadlines	x		A/ I
Good oral and written skills to provide clear and concise messages with the ability to adapt them to enable access and understanding by a wide range of people	x		A/ I/ T
Qualifications	Essential	Desirable	Assessed
Social Work qualification and professional registration with Social Work England	x		C
Systemic Practice Qualification		x	C

Post graduate level qualification in leadership & management or equivalent		x	C
Evidence up to date with research and effective practice through substantial professional development.	x		A/I/C

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