

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Children's Practitioner	Grade: PO1
Section: Children and Families Services	Directorate: Children's Services
Responsible to following manager: Family Safeguarding Team Manager	Responsible for following staff: N/A
Post Number/s: RWC3235F	Last review date: April 2023

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.

Wandsworth is at the forefront of innovation. Our new Family Safeguarding multi-disciplinary teams bring together specialist workers to who work alongside children and families to support 'whole family' needs. This includes substance misuse, mental health and probation workers.

This is a unique opportunity to join us and be part of the first authority in London selected to launch the nationally acclaimed Family Safeguarding model. As part of the team you will use motivational interviewing in your work with families, take part in collaborative group case supervisions and use bespoke Family Intervention modules to record and support change for children in need of help and protection.

Job Purpose

Children's Practitioners work directly with children and their parents. They provide support to Social Workers to undertake identified pieces of work. Other responsibilities include:-

- This post holder will work with a team of children's services professionals and practitioners, to ensure the development, delivery and continuous improvement of specialist services for children, young people and their families and carers in Wandsworth.
- As a Children's Practitioner you would be supporting social workers within the team to undertake identified pieces of work, working directly with children and parents, to achieve change within families. The role requires you to record all sessions in an analytical way onto the child/ren's electronic record.
- Attendance at group supervision is necessary as this informs work to be completed and reflect on how to achieve best outcomes for the child/ren. The role may be required to work evenings, weekends and occasional public holidays, in order to meet service requirements in respect of service user needs.

Specific Duties and Responsibilities

- Co-work cases and support Social Workers to complete parenting assessments
- Undertake direct work with children and families as identified in Family Safeguarding Case Supervision.
- Undertake elements of the Family Safeguarding Programme and record these in the Workbook (the child's electronic file).
- Keep Workbook records accurate and up-to-date.
- Work with Children In Need cases.
- Attend child in need meetings and contribute to developing SMART plans.
- Supervise contact and undertake observations between parent and their child/ren.
- Be part of a Team Duty Rota.
- To respect confidentiality and explain to parents/carers when there is need to share information with others in order to protect children.
- Develop positive relationships with professionals and partner agencies to ensure that children and families receive the best possible service at the right time.

Generic Duties and Responsibilities

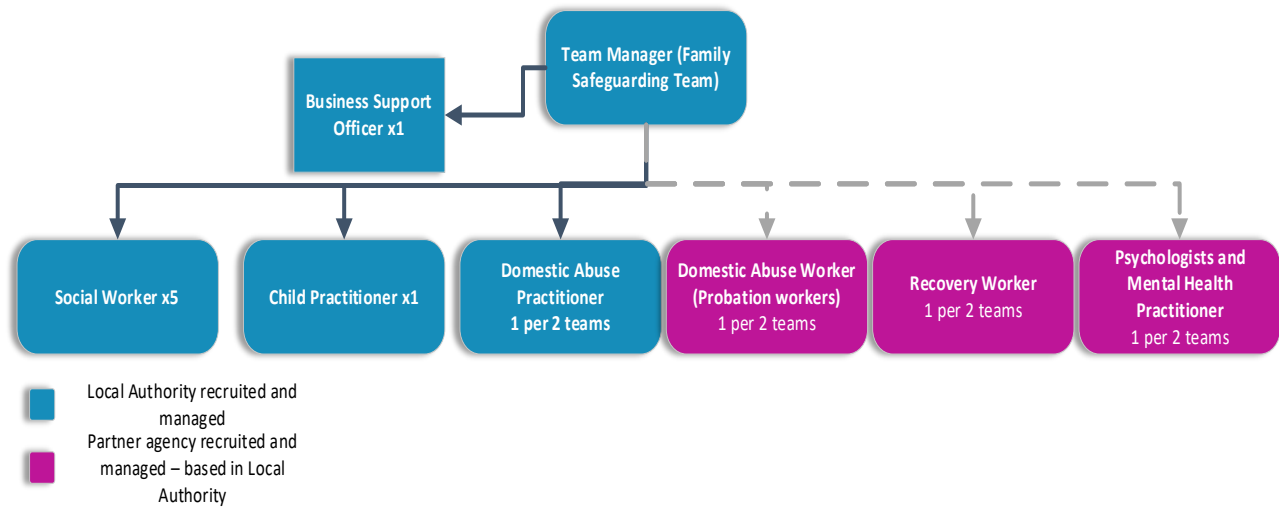
- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.

- 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

Team structure

For the wider structure please go to The Loop.



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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)
Knowledge / Experience		
Previous experience in working with children and families would be beneficial.		A/I
Skills		
Keep the service user and potential service user at the centre of all activity		A/I

Makes the best use of the contributions in the culture, ethnic origin, gender, age and abilities of each person	A/I
Promote co-operation, working together with other organisations and service users as the means of shaping, developing and delivering services	A/I
Set and maintain the highest standards of personal, professional and ethical behaviour in line with service objectives. Engender the trust and respect of others. Confidence when dealing with challenging circumstances	A
Orally and in writing; structure ideas and information which results in clarity, understanding and impact	A/T
You will use information gathering skills in order to support good outcomes for children and families	A
You will be patient and professional when faced with difficult situations	A
You will be competent in using ICT packages relevant to the role to record, store and present information accurately.	
Qualifications	
N/A	

A – Application form / CV

I – Interview

T – Test

C - Certificate