

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job title:</b> Advanced Practitioner	<b>Grade:</b> PO5
<b>Section:</b> MASH	<b>Directorate:</b> Children’s Services
<b>Responsible to following manager:</b> MASH Manager	<b>Responsible for following staff:</b>
<b>Post Number/s:</b>	<b>Last review date:</b> May 2021

#### Working for the Richmond & Wandsworth Better Service Partnership

We’re Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children’s services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We’re here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That’s why, at Richmond & Wandsworth Better Service Partnership, you’ll be at the forefront of innovation in local government, and we’ll invest in you and offer you opportunities to grow in a way only our unique organisation can.



## **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 services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection, handling complaints and health and safety.
- To adhere to security controls and requirements as mandated by Richmond and 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**

## 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 Richmond & 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
Knowledge of childcare legislation, statutory guidance and the London Child Protection Procedures.	X		A/I/T
Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors	X		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	X		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.	X		A/I/T
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
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.	X		A/I/T
Experience of working with a wide range of partners to develop their understanding of threshold and risk	X		A/I/T
Experience of practice teaching, mentoring and supervising others	X		A/I/T
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</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.	X		A/I/T
The ability to analyse information and make decisions in consultation with colleagues in the MASA and partner agencies.	X		A/I/T
The ability to engage with referring agencies, parents and young people, taking into account their position and their experiences.	X		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.	X		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.	X		A/I/T
<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Professional qualification in social work and must be registered with Social Work England (SWE).	X		C

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