



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: Dec 2024

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.

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 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,

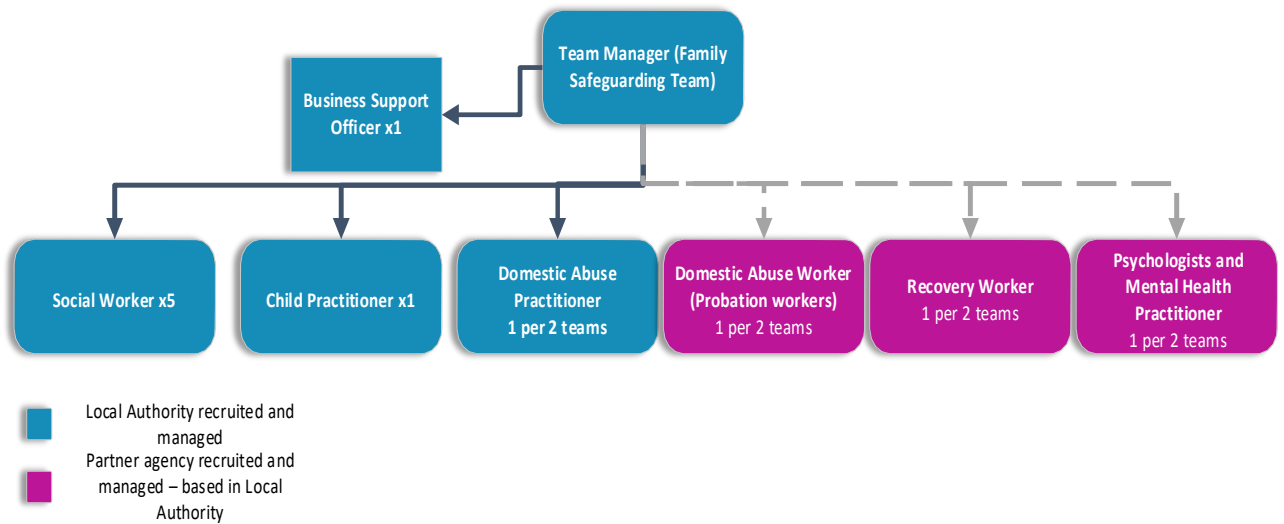
supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.

- 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 wider 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 / Experience	Essential	Desirable	Assessed
Previous experience in working with children and families would be beneficial.		X	A/I
Skills	Essential	Desirable	Assessed
Keep the service user and potential service user at the centre of all activity.	X		A/I
Makes the best use of the contributions in the culture, ethnic origin, gender, age and abilities of each person.	X		A/I
Promote co-operation, working together with other organisations and service users as the means of shaping, developing and delivering services.	X		A/I
Set and maintain the highest standards of personal, professional and ethical.	X		A/I

behaviour in line with service objectives. Engender the trust and respect of others. Confidence when dealing with challenging circumstances.			
Orally and in writing; structure ideas and information which results in clarity, understanding and impact.	X		A/I
You will use information gathering skills in order to support good outcomes for children and families.	X		A/I
You will be patient and professional when faced with difficult situations.	X		A/I
You will be competent in using ICT packages relevant to the role to record, store and present information accurately.	X		A/I
Qualifications	Essential	Desirable	Assessed
N/A			

A – Application form / CV

I – Interview

T – Test

C - Certificate