

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Senior Practitioner	Grade: Proposed: PO2-PO3
Section: Early Help	Directorate: Children Services
Responsible to following manager: Team Manager	Responsible for following staff: Evolve Practitioners
Post Number/s: 2	Last review date: July 2020

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.

The borough's Adolescent Exploitation Offer is delivered through the EVOLVE partnership based within the Early Help Division. EVOLVE has a focus on :

The multi-agency response to children who are at risk of sexual exploitation, of going missing, those at risk of criminal exploitation, harmful sexual behaviour, serious youth violence and gang affiliation.

Job Purpose

The Senior Practitioner will work as part of the management team in the Evolve adolescent exploitation team within Children's Services, providing services to young people and their families/carers aged 11-25 years affected by going missing, criminal exploitation, sexual exploitation, harmful sexual behaviour, serious youth violence and gang affiliation. The postholder will support the Evolve team in providing lead

professional support, , some line management responsibility of key team members or students, engaging and consulting with partners to ensure the best outcomes for children and families who need a spectrum of interventions from early intervention/prevention to targeted safeguarding to improve outcomes. The postholder will support the use of the Family Safeguarding Model and Contextual Safeguarding Framework across all staff in the team and partner agencies and will support practice with the use of trauma informed tools/ways for working with children and young people, such as AMBIT , DDP and restorative practices. The postholder will be a role model of good practice, they will be open and responsive to the needs of young people, families and communities and be flexible in how services are delivered and developed to meet the changing needs of families and communities affected by exploitation.

The Evolve team will work alongside the lead professional to deliver a variety of relationship based 1-2-1, team around the professional and targeted group work interventions to support young people affected by exploitation. The interventions will be designed to increase and improve impact and outcomes and increase safety for young people affected by exploitation by identifying early concerns and working collaboratively to manage identified risk. The work centres on the importance of creating safety in relationships - with a primary carer, trusted adult or consistent professional.

The work is bespoke, consent based and service user led. In this role the Senior Practitioner will support team members to work hard to find creative ways to engage with all young people, and work with them on a range of different areas that could be affecting their lives/risk of, or experience of exploitation.

Such as but not limited too:

Self esteem

Risk of/ experience of exploitation

Healthy relationships

Sexual health

Safety planning

Developing resilience

Positive problem solving skills

Handling conflict

The Evolve Senior Practitioner will ensure that through persistent and assertive engagement and support; young people and their families are supported by the Evolve team members to make and sustain positive behavioural changes and be able to live safer healthier happier lives free from harm and risk associated with adolescent exploitation.

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Specific Duties and Responsibilities

- Provide the supervision and day to day management of up to a maximum of 2 members of staff within the Evolve team, one of which may be a student, ensuring that they are provided with strong oversight and supervision.
- To support the team on undertaking risk assessments using the Family Safeguarding Model where appropriate and Contextual Safeguarding to support the application of tools and approaches that are based on evidence and good practice.
- To support the team on analysing the risks for the child/young person/ family as a whole and identify goals and services that can best support the young person.
- To support the team on developing plans in partnership with children, young people and families/carers that set clear, time specific goals that will have a positive impact for the whole family and create change for children and young people to help them thrive.
- To undertake a range of quality assurance activity (in line with your team manager), including peer auditing, auditing of casework across the service in line with the Children's Services Quality Assurance Framework.
- To support the team managers and senior manager to embed the learning from audits into the practice of the team
- Regularly observe the practice of the staff in the Evolve team to ensure that they are providing good quality direct work and provide feedback about what needs to change where work falls below this standard.
- Work with partners to ensure that any professional difference are addressed quickly and solutions found to ensure the best outcome for children, young people and their families.
- To support the team on taking on the 'Trusted Adult' role for a young person where another service or colleague is the LP for a family e.g. social services, school SENCO.
- Ensure that that safeguarding and health and safety processes are in place and understood by the Evolve team, that all new staff have had induction that covers safeguarding and health and safety processes and any issues arising out of the safeguarding section 11 audit for early help are implemented.
- To ensure that the team keep high quality case records for all the family, ensuring that assessment, plan and consent sharing protocol are uploaded / entered promptly onto the case management system.

- Contribute to the analysis of data and the performance framework of the Evolve Team.
- Awareness of the financial challenges facing services and a pro-active approach to making the best use of limited resources across and with both internal and external partners.
- Be a Practice Lead for Contextual Safeguarding and the elements of the Family Safeguarding Model that best fit when working with adolescents along with trauma informed practice such as AMBIT/DDP, offering supervision groups for case mapping for practitioners in schools, health services and community settings if they have families that they are concerned about or stuck with that would benefit from Early Help.
- Be committed to continuous improvement, and able to have difficult and challenging conversations that will improve the quality of work of staff within the team.
- You will support the application of the 'social GRACES' tool to the work and ensure that staff are non-judgmental and sensitive to the impact of their own beliefs on the children/young people/families they work with.
- To work closely with our partners in education, health, YOT and social care to ensure a strong professional network and risk management plan is managed across a range of services.
- To lead the delivery of targeted group work and parenting classes in a range of settings, ensuring they comply with the relevant requirements.
- To work flexibly across a range of sites and settings, delivering sessions in the evening and at weekends as required.

Progression for PO3

- To be pro-active in working with the Team Managers and Service Manager in managing the budgets and having an approach to making the best value use of resources across and with both internal and external partners.
- To have completed an ILM Level 3 Managers Diploma
- Take the lead on managing the training of staff undertake training in line with accredited national frameworks

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:

- May be required to attend meetings such as working groups and Partnerships outside of the normal working day.

Team structure

When advertising externally please add the current team structure here and remove the sentence above.

Person Specification

Job Title: Evolve Senior	Grade: Proposed P02- P03
Section: Early Help	Directorate: Children's Services
Responsible to: Team Manager	Responsible for: Evolve Practitioners
Post Number/s: 2	Last Review Date: July 2020

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	
Of the Family Safeguarding Model and Contextual Safeguarding Framework	A I
Of the AMBIT approach to working as part of a TAC	A I
Of Safeguarding children and risk assessment & risk mitigation	A I
Of policy, legislation, guidance and best practice in safeguarding children & young people who are at risk of or being exploited.	
Of working in diverse communities	A I
Of the development of children and young people and the needs of vulnerable exploited children and young people	A I

Of working with children, young people and families affected by exploitation	A I
Of relevant inspection frameworks and legislation	I
Experience	
Of working directly with adolescents affected by CSE, Missing, Criminal exploitation, youth violence, gangs, county lines and their families in a social care or non-statutory environment	A I
Of providing groupwork for children, young people, families and Parents/carers	A I
Of providing training and development to staff and community partners	A I
Of recording and using IT systems and digital tools to improve outcomes	A I
Of safeguarding policies and processes	A I
Of managing and responding to high risk exploitation cases & developing risk mitigation plans	A I
Skills	
Excellent communication skills	A I
An effective inquisitive, persistent and non-judgemental approach when working with vulnerable families and the ability to translate this to support others development	A I
Ability to construct a good quality written report and to use language that is accessible and easy to understand	A T
Ability to provide effective supervision that supports staff to provide a consistently good service	A I
Qualifications	
Qualification at level 4 or above in a relevant field for example health care, early years, youth services, family and social care or equivalent experience	A C
Current professional registration with relevant professional body if required. Eg; if qualified to degree level in social work, teaching, psychotherapy etc.	A
Demonstration of continuing professional development and how this has informed practice.	A I C

A – Application form / CV

I – Interview

T – Test

C - Certificate