

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Frontline Consultant Social Worker	Grade: PO5
Section: Children & Families	Directorate: Children’s Services
Responsible to following manager: CIN Team Manager or Service Manager	Responsible for following staff: x4 Frontline students
Post Number/s:	Last review date:

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.

Job Purpose

The Consultant Social Worker role requires you to work systemically with families and co-ordinate the work of four Frontline participants to develop them into outstanding social workers who will affect positive change for children. The post requires individuals who are skilled practitioners. They will have experience of building productive relationships with children and families, managing risk effectively and working with complexity. They will therefore have a proven track record in improving outcomes for families and children. They will use this experience, knowledge and skill to support the participants to learn and develop over the year. The role requires a high level of professionalism and organisational skill. Importantly, Frontline is looking for individuals who want to see change to social work practice and education, and who are dedicated to achieving this.

Specific Duties and Responsibilities

Casework with Families and Children

- Leading the Participant Unit means you will be the named case holder of all cases assigned to the Participant Unit, responsible for ensuring statutory requirements of the Unit's cases are complied with.
- You will be responsible for managing and apportioning the work of the Unit. You will use your judgment to expose participants to increasingly complex and varied casework at the appropriate level, increasing their autonomy as they demonstrate progress.
- Given the emphasis on leading by example, when working with children and families you will need to role model high quality social work by: identifying and managing risk, being curious and analytical, hypothesising, building strong relationships and using evidence-based interventions to help families change.
- You must feel confident in your own practice being observed.

Developing & Assessing Practice

- Modelling good social work practice and create an immersive learning environment.
- Leading a weekly Unit Meeting which: incorporates systemic thinking about family cases, encourages the participants to hold multiple hypotheses, encourages peer challenge and critical reflection in decision making.
- Creating learning opportunities for participants by identifying appropriate cases and regularly hold reflective discussions about their practice.
- Supporting the participants to apply the practice models they have learnt (systemic approach; social learning theory and motivational interviewing) in case discussions and work with children and families.
- You will regularly observe the participants in their direct work with families, giving developmental feedback. At specific observation points in the year, you will assess and grade the practice observed.
- Where performance issues arise, you will address these in a professional way, holding high standards whilst supporting the participant to resolve issues.
- In co-ordination with Frontline staff, you will organise the logistics and planning required for the Participant Unit to operate smoothly.

Supervision & Leadership

- You will act as the lead professional responsible for the participants in the local authority.
- In addition to running the weekly Unit Meetings you will hold regular one-to-one supervision sessions with participants, encouraging reflexive practice and self-awareness.
- Supporting the participants to develop leadership qualities in practice, building on their leadership training, encouraging participants to set a vision with

families, co-ordinate professional networks toward a common goal, and work effectively with conflict.

- More broadly, you will contribute towards overall service development within the local authority by cascading the learning from the implementation of this new model of social work education and social work practice.

Commitment to your own Learning and Development

- Actively participating in the Consultant Social Worker Practice Leadership Training Programme in order to develop yourself as a practitioner and practice educator and become familiar with the Frontline model. (There is no requirement that you have a systemic qualification or prior systemic training. Similarly, you do not need to have been a practice educator or manager of social workers).
- Engaging in coaching throughout the programme year. You will need to continue to show commitment to developing your own leadership and practice skills through effective use of coaching sessions with your allocated Practice Tutor. Coaching sessions are forums for you to bring challenges or skills you would like to develop.

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

Frontline’s mission is to transform the lives of vulnerable children by recruiting and developing outstanding individuals to be leaders in social work and broader society. These individuals, known as ‘participants’, undertake a two year programme which is made up of an intensive Summer Institute (a five week course teaching the theory and foundational skills underpinning good social work), two years in a local authority learning undertaking frontline social work, and leadership development throughout. The Consultant Social Worker role is pivotal to the participants’ first year on the programme.

Following the Summer Institute, participants will be placed in units of four (‘Participant Units’) in child in need /child protection services in local authorities across our London & South East, North West, North East and West Midlands regions. Each Participant Unit will be led by a Consultant Social Worker. It is this formative experience of frontline social work that will shape the practice of these participants, and therefore it is the crucial role of the Consultant Social Worker to model good practice and lead participants in their learning. The Consultant Social Worker also plays a role in assessing and grading practice. At the end of the first year the participants will be ready to qualify as social workers with a Postgraduate Diploma in Social Work. At this point the Participant Unit ceases and the participants, who are now newly qualified social workers, join social work teams as employees in the same local authority. During their ASYE stage they undertake a Master’s degree.

Current team structure

This will be a new team structure as below

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Our Values and Behaviours¹

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 –

- taking responsibility and being accountable for achieving the best possible outcomes – a ‘can do’ attitude to work
- continuously seeking better value for money and improved outcomes at lower cost
- focussing on residents and service users, and ensuring they receive the highest standards of service provision
- taking a team approach that values collaboration and partnership working.

Person Specification Requirements		Assessed by A & I/ T/ C (see below for explanation)
Knowledge		
Good knowledge of theories, conceptual frameworks, practice models and research findings that underpin effective social work practice including awareness of current issues and debates in the social work profession and in social work academia.		IT
Committed to the core principles and theoretical foundations of the Frontline Programme.		IT
Thorough knowledge of statutory frameworks within children’s social care.		IT
Development of Others		
Committed to shaping the learning of others and to developing outstanding social workers to lead change for families.		IT
Able to observe, analyse and appropriately challenge practice, able to identify areas of strengths and areas for development in another’s practice.		IT
Uses excellent communication skills to confidently provide analytical, constructive feedback to others to develop their practice.		IT
Able to create a supervisory relationship which provides an emotionally		IT

¹ These values and behaviours will be developed further as the SSA becomes established.

containing space for the supervisee, including being highly supportive and nurturing. Able to adapt this relationship to be more enabling as the supervisee develops in competence and confidence.	
Leadership and Decision Making	
Confidence in own decision making and ability to work autonomously, balanced with ability to self-reflect and seek advice when necessary.	IT
Is self-reflective, aware of strengths and areas for development, and able to use critical feedback to improve own performance, taking responsibility for one's own professional development.	IT
Ability to motivate & inspire others including the ability to co-ordinate and influence complex and challenging organisational contexts toward a common goal.	IT
Ability to operate successfully in complex organisational environments and confident to work with and influence a wide range of people and managers (including senior managers) within the local authority and other organisations.	IT
Ability to critically evaluate information in the context of high complexity and risk, understanding the role of evidence and one's own intuition in decision making.	IT
Skills	
Demonstrates a high standard of practice skill in direct work with children in need and their families (including children in need of protection). This includes relationship building, communication skills and analysis.	IT
Demonstrable track-record in improving outcomes for children and families.	IT
Applies evidence-based models of social work help into practice in a statutory children's social care setting.	IT
Critically evaluates and effectively manages risk in complex cases, recognising how bias and evidence influence risk management. Comfortable managing risk in a high pressure, human services environment.	IT
Possesses high quality communication skills in both written skills (e.g. reports) and verbal and non-verbal communication with children and families.	IT
Models professionalism through personal presentation and behaviour. Is organised and manages time effectively.	IT
Qualifications	
Qualified social worker registered with the HCPC	C
Practice Educators Award or PEPs Stage 2 desirable	C

- A – Application form
- I – Interview
- T – Test
- C - Certificate