

### Role Profile

<b>Job Title:</b>	<b>Advanced Practitioner - LADO</b>
<b>Location:</b>	<b>Colindale</b>
<b>Department:</b>	<b>Allegations Team (LADO)</b>
<b>Directorate:</b>	<b>Family Services</b>
<b>Grade:</b>	<b>J</b>
<b>Salary Range:</b>	<b>£48,003 - £53,172</b>
<b>Reports to:</b>	<b>Allegations Team Manager</b>

#### 1. Job Purpose:

- ❖ The post holder will have the skills and ability to practice at a higher level which includes deputising for the Allegations manager in circumstances where the line manager is not available, or they are delegate to act in a line management position by the designated Head of Service.
- ❖ To take a lead role in a specialist area of work as directed by the departmental policies and procedures.
- ❖ The LADO work is a high risk complex area of practice and the Advanced Practitioner must assist the Manager in ensuring all investigations and outcomes are carried out thoroughly and safely.
- ❖ To ensure that responses to allegations are dealt with fairly, consistently and expeditiously across all service areas, working positively and effectively in partnership with all stakeholders and partner agencies.
- ❖ To contribute to embedding safe practice into performance, behaviour and culture within the Authority.
- ❖ The post holders is an experienced social worker who will be more autonomous in their job. They will demonstrate expert and effective practice in complex situations; and be able to assess and manage higher levels of risk.

## 2. Key accountabilities:

### Professional Direction and Case Management

- The post holder will uphold the Social Work England Proficiency for Social Workers and maintain an updated portfolio with evidence of continuous professional development.
- The post holder will maintain update Professional Registration with Social Work England or any subsequent statutory registration body.
- To assess the level of risk to users, ensuring that the highest priority work is dealt with first and that the safety and wellbeing of the child is secured. This includes giving advice to assist with making decisions about the immediate safety of children at risk of significant harm where there is an allegations element. This will also include giving advice to other agencies about disciplinary measures including suspension of staff and leading the professional network in allegations matters
- Ability to assess the risks to individual children as well as to staff and Organisations.
- Taking the lead on allegations investigations which may be very complex involving multiple perpetrators and victims and organisations.
- To convene and chair all allegations meetings and ensure that excellent records and systems are kept.
- To contribute to training to the multi agency network in relation to allegations against staff and operation of guidance and regulations.
- To provide guidance and leadership to senior management across the children's workforce in relation to procedural requirements in respect of Allegations against staff
- To contribute to securing good outcomes for children and the most efficient use of the council's resources.
- To deputise for the Allegations Manager, including attendance at Management meetings and Barnet Safeguarding Children Board, taking the lead in relation to specific, project and service developments.
- To maximise the participation of children and their families in service and case planning.
- To promote the role of the council as a corporate parent.
- To ensure a prompt and thorough response to complaints and enquiries.
- To ensure that all services meet statutory and legislative requirements and standards.
- To ensure compliance with legislation, guidance and government initiatives related to childcare.
- To fully take part in all QA and audit work across the department
- To develop and manage information systems which improve service delivery, including gathering and analysing information in order to facilitate effective decisions.
- To gather management and statistical information relevant to the LADO work
- To keep abreast of new legislation, guidance and regulations.
- To use IT systems to their full and proper use and undertake training where required.
- To develop and maintain effective working relationships at an operational level with relevant statutory and independent sector agencies.
- To chair meetings attended by colleagues and the multi agency network

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- including designated leads for child protection/corporate parenting.
- To chair complex strategy meetings involving issues of organised abuse and on complex child protection matters as directed.
- Where required to cover the work of the team by chairing CP conferences or LAC reviews.
- To assist in reporting on and analysis of LADO work in Barnet including reporting to the BSCB and committee and senior management meetings. To investigate and prepare replies to Freedom of Information requests and Members' enquiries, and to deal with complaints according to corporate procedures

### General

- Operate within the Council's financial regulations, budgetary framework, and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.
- Ensure all financial transactions actioned are recorded and accounted for to the standards required.
- Be committed to the Council's core values of public service, quality, equality and empowerment.
- This post may be required to carry out other reasonable duties commensurate with the grade, as requested by line manager.
- This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.
- Work with a degree of flexibility required to perform work not specifically referred to above although falling within the scope of the post at the appropriate grade.

### 3. Health and Safety

Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk.

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements.
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health, and wellbeing

### 4. The Council's Commitment to Equality

Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the workplace and in the services the council delivers.

## 5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

## 6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

## PERSON SPECIFICATION

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<b>Criteria</b>	<b>Essential/Desirable</b>	<b>Assessed by:</b>
<b>Professional Membership/Qualification</b>		
Must hold registration with Social Work England	Essential	Application
Must have a recognised professional Social Work Qualification – eg DipSW, CQSW or equivalent  Must either hold a Practice Educator qualification and/or be willing to achieve this qualification within first year of employment.	Essential	Application
<b>Experience &amp; Knowledge</b>		
Must have substantial and demonstrable experience of working as a qualified social worker within a statutory Children's Social Care setting	Essential	Application/Interview
Must have experience of working within the framework of The 1989 Children Act, Adoption and Children Act 2002, Children Act 2004; and other relevant legislations including Working Together 2013.	Essential	Application/Interview
Must have experience of working within National Policies and development relating to children social care as they impact on children and their family.	Essential	Application/Interview
Must have demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models, research finding and the application of psychological and human development theories.	Essential	Application/Interview
An understanding of LADO work	Essential	Interview
Must be IT competent, including Microsoft Office Word and Excel, information management and recording systems.	Essential	Application

Skill & Ability		
Demonstrate at a higher level the ability to engage effectively with children and their families.	Essential	Interview
Demonstrate at a higher level the ability to assess the needs of children and their families within an analytical and holistic framework; using appropriate tools to achieve the desired outcome for this group of service users.	Essential	Interview
Demonstrate at a higher-level sound professional judgment and be accountable for their actions.	Essential	Interview
The ability at a higher level to initiate and develop close working partnerships with statutory, voluntary and private agencies to gather/share information in order to facilitate decision making for effective service delivery.	Essential	Interview
Demonstrate at a higher level the ability to apply and use effectively theoretical frameworks and research evidence.	Essential	Interview
Demonstrate at a higher level oral and written communication skills, with an adaptable style and able to use a variety of information and tailor style to suit different needs.	Essential	Application/Interview
Demonstrate at a higher level the ability to apply statutory requirements and guidance, local procedures and standards as they apply to children and their families.	Essential	Application/Interview
Demonstrable at a higher-level knowledge of Social Services policies, legislation, professional practice issues and developments.	Essential	Application/Interview
Able to demonstrate at a higher level an understanding of how the organisation works and how these fits into the political environment, with a commitment to cross boundary and team working.	Desirable	Interview
Ability at a higher level to act as a role model to promote equality and manage diversity in the workplace and service provision, ensuring everyone has appropriate and fair access and support.	Essential	Interview
Ability to produce reports to a high standard	Essential	Application/Interview
Ability at a higher level to understand the Barnet Family Services vision and interpret it to develop practical and achievable work plans for self and less experienced workers.	Desirable	Interview
Ability at a higher level to plan projects and tasks in a structured way, monitoring progress against plans and can embed these into working practice.	Desirable	Application/Interview

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A current driving licence is desirable.	Desirable	Application/Interview
Willingness to work flexibly and beyond office hours as and when necessary.	Essential	Interview
Ability to travel.	Essential	Application/Interview
<b>Others</b>		
Must have a satisfactory enhanced DBS outcome	Essential	Application/Interview
<b>Values &amp; Behaviours</b>		
<b>Caring</b>		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
<b>Learning to Improve</b>		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
<b>Inclusive</b>		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
<b>Collaborative</b>		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview

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Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview