TEAM BARNET

BARNET LONDON BOROUGH

Caring for people, our places and the planet

Role Profile

Job Title:	**Advanced Practitioner**
Location:	**Colindale**
Department:	**Children in Care**
Directorate:	**Family Services**
Grade:	**J**
Reports to:	**Team Manager**

1. Job Purpose:

- To work within a Resilience framework, to provide a comprehensive and effective integrated social work service, which responds at a higher level in complex situations to the needs of children and their families in a timely manner, within statutory guidelines and the statutory obligations of the council.
- The post holder will have the skills and ability to practice at a higher level which includes deputising for the line 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 post holder will require substantial post qualifying experience in a statutory Children Social Care setting. It will be desirable for the post holders to have a Practice Educators Award and if not, there will be an expectation that this award is achieved within first year of employment.
- These post holders are experienced social workers 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 in their own and that of other less experienced social workers.
- To assess, plan, implement and evaluate safeguarding and permanence measures at a high level of complexity within their own cases and support and mentor less experienced social workers; to ensure all children are given the opportunity to reach their full potential.
- These post holders should be active participants of the Workforce Development Programme; they will be Practice Educators and assessors to trainee Practice Educators. They will support less experienced social workers and be assessors for NQSWs in the teams in their Assessed and Supported Year in Employment.
- These post holders will work to a structured time management practice; submitting reports, assessments and plans within regulated timescales.
- These post holders will be competent in all areas of the Knowledge and Skills Statements for Chid and Family social workers in addition they will have Competency in the Knowledge and Skills Statement: Achieving Permanence.

2. Key accountabilities:

Professional Direction and Case Management

- The post holder will uphold the HCPC Proficiency for Social Workers and maintain an updated portfolio with evidence of continuous professional development.
- The post holder will maintain update Professional Registration with the HCPC or any subsequent statutory registration body.
- The post holder will provide focused and purposeful social work interventions, within a Resilience framework, with explicit aims and objectives about desired outcomes within the context of managing risk to children.
- The post holder will demonstrate a high level of understanding of complexity which applies to the role and be able to adequately respond to these in a timely purposeful manner which meets the Nolan Standards.
- These complexities will include the following which is not an exhaustive list:
    - Multi agency input
    - Complex family /organisational dynamics
    - Serious hostility and conflicts of interest
    - Multiple problems/disadvantages
    - Multiple/significant risk factors
    - Need to take into account the public interest.

- The post holder will work directly with children and provide a clear and targeted accurate assessment of the child and his/her family's needs in line with statutory guidance, undertake interviews, observations and gather information from children, families and other agencies as directed by the line manager.
- The post holder will be able to support and assist less experienced social workers and NQSWs as directed by the line manager.
- The post holder will manage the caseload as directed and organise the casework activities prioritising tasks and responsibilities on their own cases in addition to supporting and overseeing the work of less experienced social workers and NQSWs.
- The post holder will ensure that statutory responsibilities are undertaken for children including visiting children, arranging reviews, reporting to the court, delivering within timescales and meeting any other national and local performance targets.
- The post holder will provide highly skilled written and verbal reports, which are concise, informative, and based on analysis of complex evidence.
- The post holder will present complex information at a range of settings, including with families, foster carers, police, courts and to colleagues as requested by the line manager.
- The post holder will establish rapport, build and maintain a professional, respectful and honest relationship with children and their families, to develop trust and assist in safeguarding children and promoting positive, purposeful and timely outcomes.
- The post holder will maintain case records and management information on appropriate systems, ensuring that case files are organised and up to date, with chronologies, genograms and eco maps in place.
- The post holder will work purposefully with other agencies to promote positive outcomes and ensure an integrated approach, which takes account of the views of other professionals.
- The post holder will apply research knowledge of social work interventions and statutory guidance to inform social work practice.
- The post holder will be a Research and Evidence Fellow, who will take responsibility for an area of research and assist the BCPA Faculty Deans as directed with the faculties' developmental programmes.

- The post holder will hold regular bite size workshop to support the vision of Barnet Family Services as a learning organisation. This activity will be under the guidance of the BCPA.
- The post holder will work flexibly and carry out such other reasonable duties as directed by the Head of Service within the area he/she is employed and be deployed at the discretion of the Director.

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 wok and use devices/guards provided for safety.
- Wear/use personal protection equipment were 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.

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Must hold registration with Health and Care Professional Council (HCPC)	Essential	Application/Interview
Must have a recognised professional Social Work Qualification – e.g., 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/Interview
Experience & Knowledge		
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
Must have demonstrable knowledge or demonstrate the ability to acquire the skills and ability to facilitate the learning of students, supporting newly qualified social workers in practice.	Essential	Application/Interview
Knowledge and experience as set out in the Senior Social Workers' Skills and Competency Framework for Social Workers.	Essential	Application/Interview

Must be IT competent, including Microsoft Office Word and Excel, information management and recording systems.	Essential	Application/Interview
Skill & Ability		
Demonstrate at a higher level the ability to engage effectively with children and their families.	Essential	Application/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	Application/Interview
Demonstrate at a higher-level sound professional judgment and be accountable for their actions.	Essential	Application/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	Application/Interview
Demonstrate at a higher level the ability to undertake direct work with children and their families using a range of evidence-based models.	Essential	Application/Interview
Demonstrate at a higher level the ability to apply and use effectively theoretical frameworks and research evidence.	Essential	Application/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.	Essential	Application/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	Application/Interview
Ability at a higher level to understand the Barnet Family Services vision and interpret it to develop practical and	Essential	Application/Interview

achievable work plans for self and less experienced workers.		
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.	Essential	Application/Interview
A current driving licence is desirable.	Essential	Application/Interview
Willingness to work flexibly and beyond office hours as and when necessary.	Essential	Application/Interview
Ability to travel.	Essential	Application/Interview
Others		
Must have a satisfactory enhanced DBS outcome	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
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	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/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	Application/Interview
Collaborative		
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	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/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	Application/Interview