

Role Profile

Job Title:	NRPF/ Homelessness Advanced Practitioner
Location:	Colindale
Department:	Duty & Assessment
Directorate:	Family Services
Grade:	J
Salary Range:	£48,003 - £53,172
Reports to:	MASH Team Manager

1. Job Purpose:

- To work within a Resilience framework to provide a comprehensive and effective integrated social work service to respond to the needs of children and their families in a timely manner and within statutory guidelines and statutory obligations of the council.
- To provide advice and information to NRPF residents who are experiencing or at risk of homelessness.
- 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 have a caseload of NRPF cases and provide specialist guidance and support to Housing Options Service and Social Care colleagues.
- To be the lead for Children Services on 16/17-year-old homeless joint assessments with housing both in FAS and offer support advice to wider system.
- Working with legal representatives and the Home Office through NRPF Connect.
- To utilize the Councils housing contracts for emergency accommodation.
- Conduct Human Rights assessments and support those carried out by Social Care colleagues.
- To contribute to the delivery of highly effective Children Services in an efficient manner, taking responsibility for working and managing a caseload within a framework of appropriate supervision.
- To work with children and families to support vulnerable service users ensuring the needs of the child remain paramount.
- To work to a structured time management practice; submitting reports, assessments and plans within regulated timescales.
- To co-ordinate and take a lead role in multi-professional/ agency core groups and other professional meetings.

2. Key accountabilities:

Professional Direction

- This post will form part of a dedicated team undertaking complex social work with children, their families and wider support systems.
- The key accountabilities will be undertaken in accordance with relevant statutes, guidance, regulations, policies and procedures and the Social Work England Standards of Proficiency for Social Workers. The job holder will uphold the Social Work England Proficiency for Social Workers and maintain an updated portfolio evidence of continuous professional development.

- The job holder may be directed to a particular specialism of recognised social work and may require additional Knowledge and Skills as set out in the KSS for that area of work.
- The job holder will demonstrate an 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. Complexity will involve combinations of:
 - Multi agency/professional and disciplinary input
 - Complex family /organisational dynamics
 - Serious hostility and conflicts of interest
 - Multiple problems/disadvantages
 - Multiple/significant risk factors
 - Adolescent High risk and vulnerability
 - 16/17 year old homelessness
 - Need to take into account the public interest.

Duties & Responsibilities

- Provide high quality social work as part of a multi-professional team, acting, as required, as the lead professional for NRPF families and leading on joint assessment with housing for 16/17 homelessness .
- Build the resilience of children, young people, and their families by using evidenced based approaches to achieve sustained change.
- Use the direction, support and guidance of your line manager and the multi-professional team to effectively manage the range of complexities of risk and ambiguity families present with.
- Establish rapport, build respectful relationships with children, young people, their families, obtaining and recording their views accurately.
- Mobilise existing and potential support networks for children, young people and their families through effective and regular engagement and communication, working collaboratively and including their views and contributions to assessments and plans made for children, young people, and their families.
- To work with Legal Services, if required, to fully understand the duties and powers the Council has in regard to NRPF families, as well as the limits of that support, on case-by-case basis.
- To support the resolution of immigration issues, working with legal representatives and the Home Office through NRPF Connect.
- Take responsibility for making decisions about the tasks that need to be completed with families and at all times working in the families best interests and considering the impact of your involvement on children, young people and their families.
- Use flexibility and creativity to engage adolescents and develop relationships of trust, bringing to the attention of your line manager any concerns relating to the quality of parenting or the safety and wellbeing of children and young people within their home, school or community environments.
- Effectively plan for change, involving relevant professionals and family members by clear on what needs to change, how the individual or family will be supported to achieve the change and how and when the plan will be monitored and reviewed, including the provision of regular feedback to families on progress towards agreed plans as they form and develop.
- Routinely use measurement tools with families to track and monitor the impact of interventions and the progress children, young people and parents are making towards agreed change.
- Prepare clear and concise informative written reports based on complex evidence in relation to your work with children, young people and their families as required and to agreed standards and timescales.

- Attend and participate in Child Protection Conferences and Looked After Children Reviews, and where appropriate, organise and chair multi-agency meetings promoting at all times the best outcomes for children.
- Adequately prepare for and represent the Council during court proceedings in order to recommend and seek legal interventions that are in the best interests of the children or young people.
- Pro-actively acquire knowledge to share with families about local resources, facilities, and other sources of support available to children, young people and their families as appropriate, and support individuals to develop links with those services including voluntary services, Children Centres, Youth Services, adult and community-based services.
- Be reliable and work flexibly (including early mornings, evenings, and occasional weekends) to meet children, young people and their families needs.
- Maintain up to date and high-quality case records of your work and children, young people and their families circumstances contributing to the overall picture of need and risk.
- Learn, use, and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.
- Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities, with particular regard to high risk/high vulnerability groups.
- Contribute to learning across Family Services about best practice in social work interventions promoting the best outcomes for children.
- Assist in the development of service policies, procedures and working practices at local, departmental, and inter-agency levels.
- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.
- Be aware of all relevant legislation and guidance including the London Child Protection Procedures and the concept of significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.
- Acquire knowledge about different groups, races and cultures which inform service delivery and have regard for the particular needs of children from black and minority ethnic groups.
- Keep abreast of new and relevant legislation, guidance and regulations in order to assure a competent level of professional knowledge.

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.

4. Health and Safety Responsibilities

Take responsibility for Health & Safety in the workplace, identifying, acting upon and where appropriate escalating any risks.

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.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Must hold registration with Social Work England	Essential	Application
Degree/postgraduate or equivalent recognised social work qualification. CQSW (75-91); DipSW (9109)	Essential	Application
Must have a satisfactory DBS outcome	Essential	Application
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
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
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
Demonstrable knowledge of the duties and powers the Council has in regard to NRPF families, as well as the limits of that support..	Essential	Application/Interview
Experience in supporting the resolution of immigration issues, working with legal representatives and the Home Office through NRPF Connect	Essential	Application/Interview
Knowledge and experience as set out in the Senior Social Workers' Skills and Competency Framework for Social Workers.	Essential	Application/Interview

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 engage effectively with children and their families.	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 undertake direct work with children and their families using a range of evidence-based models.	Essential	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	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	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	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 achievable work plans for self and less experienced workers.	Essential	Application/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.	Essential	Interview

Special Job Requirements - A current driving licence is desirable - Willingness to work flexibly and beyond office hours as and when necessary - Ability to travel	Desirable	Application/Interview
Must be IT competent, including Microsoft Office Word and Excel, information management and recording systems	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	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	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile- I am fully empowered to act within the scope of my role	Essential	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	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	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	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
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	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	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