



Practice Development Practitioner

Service	Reporting to	Location	Grade
Adult Social Care	Head of Service	Civic Centre (Hybrid)	4B £47,181 - £50,269

About the role

To strengthen the quality of social work and social care practice across Adult Social Care by providing expert guidance, coaching, training, analysis and reflective support. The role ensures that practitioners work confidently, ethically, and in line with statutory duties, professional standards, and strengths-based and evidence-informed practice.

The postholder will champion continuous learning, promote strengths-based and person-centred approaches, and support the development of a confident, skilled, and resilient workforce.

This role is central to strengthening the quality and consistency of social work and social care practice across Adult Social Care in Salford. You will provide expert guidance, coaching, training, and reflective support to practitioners, helping to ensure that practice is confident, ethical, and aligned with statutory duties, professional standards, and strengths-based, evidence-informed approaches.

Adult Social Care in Salford is on a clear improvement journey, with a strong focus on delivering safe, high-quality, person-centred services that achieve positive outcomes for our residents. Working within this context, you will play a key role in supporting the implementation of the Adult Social Care vision and improvement priorities, embedding best practice and driving continuous learning across the workforce.

You will work in a complex and dynamic environment, supporting services that respond to a wide range of needs across diverse communities. This includes promoting approaches that are inclusive, anti-discriminatory, and responsive to the inequalities experienced by some of our residents. You will help ensure that practice reflects the principles of the Care Act 2014, including wellbeing, prevention, and personalised care, alongside Making Safeguarding Personal and strengths-based practice.

The role requires close collaboration with operational managers, the Principal Social Worker, safeguarding leads, and wider partners to identify learning from practice, quality assurance activity, and lived experience. You will use this insight to shape workforce development, inform service improvement, and support the embedding of consistent, high-quality practice.

As a key part of the Practice Development function, you will champion a culture of reflection, learning, and continuous improvement. You will support practitioners at all stages of their career, helping to build confidence, capability, and resilience, and contributing to the development of a skilled and sustainable workforce for the future

#HappytoTalkFlexible



Salford City Council

Key outcomes

1. Practice Development & Quality Improvement

- Lead and contribute to initiatives that improve the quality and consistency of practice across Adult Social Care in line with the vision for Adult Social Care and the ASC improvement plan.
 - Support the implementation of legislation such as the Care Act 2014 and the Mental Capacity Act 2005, and national and local practice frameworks including strengths-based practice and Making Safeguarding Personal.
 - Develop and deliver high-quality training, workshops, and learning sessions for ASC staff.
 - Promote evidence-informed practice and support teams to develop and embed new approaches.
 - Support the development of evidence libraries to enable Salford ASC to satisfy the evidence requirements for the CQC assessment framework.
-

2. Coaching, Mentoring & Reflective Practice

- Provide one-to-one and group coaching to social workers, occupational therapists, and other staff across Salford adult social care.
 - Facilitate reflective practice sessions, action learning sets, and peer learning groups.
 - Support newly qualified staff, apprentices, and students to develop professional confidence and capability.
-

3. Practice Support & Consultation

- Offer expert advice on complex cases, ethical dilemmas, and best practice approaches.
 - Work alongside practitioners in real time practice settings (e.g., joint visits, case consultations) to help identify learning and opportunities for improvement.
 - Support teams to apply legislation, guidance, and professional standards accurately and confidently.
-

4. Workforce Development & Organisational Learning

- Contribute to the design and delivery of the workforce development strategy.
- Identify learning needs through audits, feedback, and performance data.

- Develop learning resources, toolkits, and guidance documents.
 - Support induction programmes and career_progression pathways for social work apprentices, newly qualified social workers and Level 3 social workers.
-

5. Quality Assurance & Continuous Improvement

- Participate in audits, thematic reviews, and quality assurance activity.
 - Analyse practice trends and contribute to improvement plans.
 - Provide constructive feedback to teams and managers to support learning and development.
 - Support the development of the quality assurance framework.
-

6. Collaboration & Partnership Working

- Work closely with the Principal Social Worker, safeguarding leads, operational managers, and HR/OD colleagues.
 - Work in partnership with the leads for Carers, Co-production & Engagement and Equality Diversity & Inclusion to promote a holistic approach to practice improvement.
 - Build strong relationships with universities, training providers, and regional networks across Greater Manchester and the North-West.
 - Promote a culture of learning, curiosity, psychological safety and professional accountability.
-

What we need from you

Qualifications & Professional Registration

Requirement

Social Work, Occupational Therapy, Nursing, or related professional qualification

Current professional registration

Practice Educator qualification (Stage 1 or 2)

Coaching/mentoring qualification

Training or teaching qualification

#HappytoTalkFlexible



Salford City Council

Qualification in Quality Improvement

Experience

- Significant post-qualification experience in adult social care.
- Demonstrated ability to support, mentor, or supervise practitioners.
- Experience delivering training, workshops, or learning sessions.
- Experience in quality assurance, audit, or practice improvement.
- Experience working with complex cases and applying relevant legislation.
- Experience facilitating reflective practice or action learning groups (desirable).

Knowledge

- Strong understanding of the Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998, and safeguarding duties.
- Knowledge of Social Work England professional standards and the Professional Capabilities Framework (PCF).
- Understanding of strengths-based, person-centred, and trauma-informed practice.
- Awareness of current challenges, research, and developments in adult social care.
- Knowledge of effective learning and development methodologies.

Skills & Abilities

- Excellent communication, facilitation, and presentation skills.
- Ability to coach, mentor, and support practitioners at all levels.
- Strong analytical and reflective thinking skills.
- Ability to translate complex legislation and theory into practical guidance.
- Skilled at building trust, influencing practice, and challenging constructively.
- Ability to work independently and manage multiple priorities.
- Strong partnership-working and relationship-building skills.

Values & Behaviours

- Commitment to strengths-based, rights-based, anti-discriminatory and person-centred practice.
- Commitment to delivering service improvements that meet the needs of Salford's diverse communities to ensure equity of access to support.
- Passion for learning, development, and professional growth.
- Respectful, inclusive, and collaborative approach.
- Curiosity, creativity, and willingness to challenge poor practice.
- Resilience and emotional intelligence.

Additional Requirements

- Ability to travel across the local authority area.
- Willingness to work flexibly to meet service needs.
- Commitment to ongoing CPD and reflective practice.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

#HappytoTalkFlexible



Salford City Council

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation:

#HappytoTalkFlexible



Salford City Council