

Job Profile and Working for Stockport

Stockport
team
ambition
respect

Stockport
to keep the people of Stockport at the heart of what we do.

Team
to succeed as a team, collaborating with colleagues and partners.

Ambition
to drive things forward with ambition, creativity and confidence.

Respect
to value and respect our colleagues, partners and customers.

Our Council

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

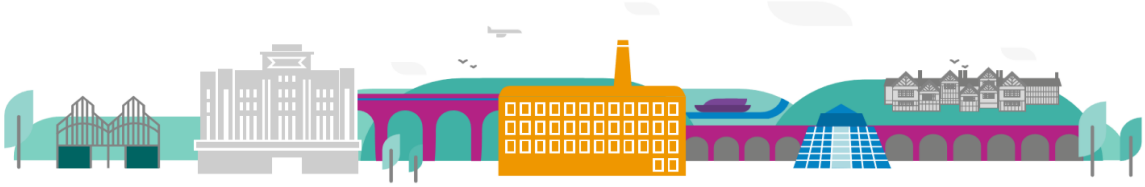
We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at https://greater.jobs/locations/stockport/

STOCKPORT
METROPOLITAN BOROUGH COUNCIL

disability confident EMPLOYER

ARMED FORCES COVENANT



About the Job

Role:	Advanced Practitioner
Service Area:	Stockport Family
Directorate:	Services to People – Children's
Salary Grade:	M Band 4

Main Purpose of the Job

The role involves working directly with children, young people, and families to deliver high-quality social work practice, ensuring timely interventions for support and safeguarding and plans for permanence to improve outcomes. It includes producing high-quality evidence-based assessments and specialist assessments, including for court. Post holders must demonstrate strong risk assessment and management alongside prioritising of tasks in a fast past environment with competing and ever-changing demands, where pressures may be high.

The role involves supervising, supporting and mentoring staff including unqualified social care officers, students/apprentices, and newly qualified social workers, sharing professional wisdom, delivering training and supporting less experienced colleagues with complex cases. The post holder is expected to lead by example, modelling excellent practice standards, alongside supporting a culture of continuous learning, and collaboration with partners to improved outcomes for children and families.

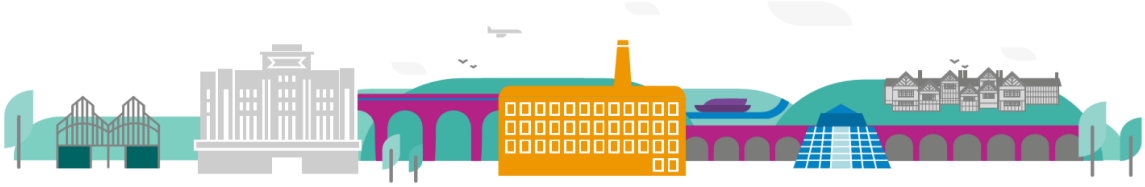
The post holder must make confident evidence-based decisions to ensure the support, safety and protection of children and families, collaborating daily with colleagues from Stockport Family and other partners.

Key Responsibilities

1. To manage, with increased levels of autonomy, a complex allocated workload working directly with children, young people and families which requires timely high quality social work intervention and practice, and knowledge of current social work developments, research, and practice. This may include co-work and/or support to less experienced colleagues where there are risks or complexities that would benefit from their expertise.

2. To produce high quality (and in specific roles, specialist/evidence-based) assessments, including for court. To accurately assess and manage higher levels of risk and complexity, as an acknowledgment of experience and skill.

3. The postholder will manage the caseloads of individuals, ensuring that these are at safe and manageable but appropriate levels to ensure the effective



delivery of services. This will vary depending on experience and qualification, including social care officer roles and ASYE protected allocation. The postholder will escalate any issues in relation to capacity to the team leader.

4. The postholder will, in discussion with key partners, determine entry and exit to services based on professional assessment of need, risks and evidence of outcomes achieved. They will work closely with all colleagues across Stockport family to ensure a coordinated and consistent response to children, young people and families regardless of the level of need.

5. The post holder will act as a point of contact for partners, providing guidance on service thresholds and making informed decisions regarding safeguarding and support to ensure that the needs of children, young people and families are effectively met.

6. The post holder will chair key meetings, specific to their role, ensuring compliance with key legislation/statutory guidance, representation of key agencies, sound information sharing, analysis of information, and direction of key actions (for example, strategy meetings, meetings to review a child's plan, matching meeting).

7. The post holder will model and coach purposeful and confident decision making to achieve and improve outcomes for children, young people and families and where necessary to ensure they are safe and protected from harm. This will include planned decision making, and response to immediate risk and needs ad hoc.

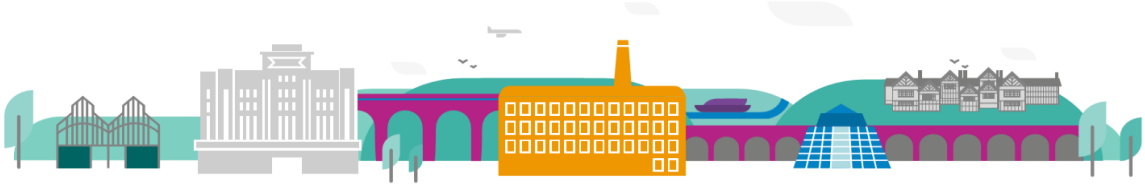
8. To attend and represent their service at key decision-making forums, demonstrating their specialist knowledge including multi-agency meetings for individual safeguarding panels (for example, Prevent, MARAC, MAPPA)

9. To provide clear and visible supervision and mentoring and support in the delivery of excellent services for children, young people and families in Stockport in order to co-ordinate response to the needs of children, young people and families.

10. To support, supervise, and mentor staff including unqualified social care officers, students/ apprentices and newly qualified social workers.

11. To provide emotionally intelligent and reflective group supervision to the team and across the partnership, modelling supervision skills, problem-solving and achieving safe/good outcomes for children, young people and families/ carers.

12. The post holder will participate in the development and delivery of training and development opportunities for the workforce, including for their team, wider service, carers and partners.



13. The post holder will enable and lead a service culture which places children, young people and families at the heart of services paying regard to Stockport Family's ethos of restorative practice and the practice framework.

14. The post holder will support individuals on their team to access development opportunities to maintain their professional registration and progress through apprenticeships, ASYE and other career progression routes and registrations.

15. The post holder will work closely with their individual students/ASYE to ensure that any risks posed by the nature of the work, is well assessed and managed to prevent risk of incident, accident or injury to staff. They will escalate risks to Team leaders, where necessary.

16. The postholder will as necessarily follow processes to identify, challenge and improve practice that falls below expected standards.

17. To keep up to date with national and local developments relevant to service area and contribute to the implementation of such developments in practice.

18. To feed into the development of team business plan, workforce plans, quality assurance activity as applicable to services.

19. To contribute to regulatory inspection preparation, participate in inspection activity and ensure action plans are acted on in teams.

20. To maintain and analyse the available case management information systems to monitor performance in key areas.

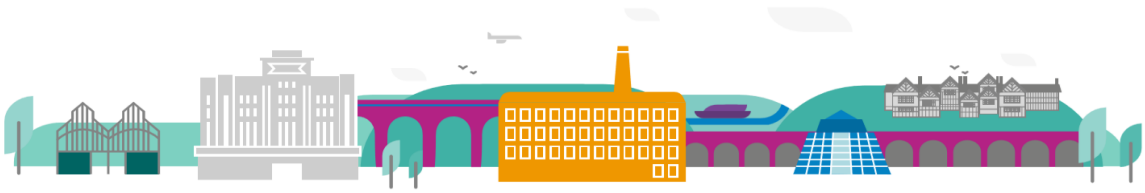
21. The post holder will deputise for the Team leader, where appropriate.

22. To promote the vision for the Stockport Family Service both within the locality and across the borough.

23. To keep abreast of new legislation and methods of work with children, young people and families, with a focus on edge of care.

24. To undertake any other duties as required and which are commensurate with this post and grade.

25. To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.



26. To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

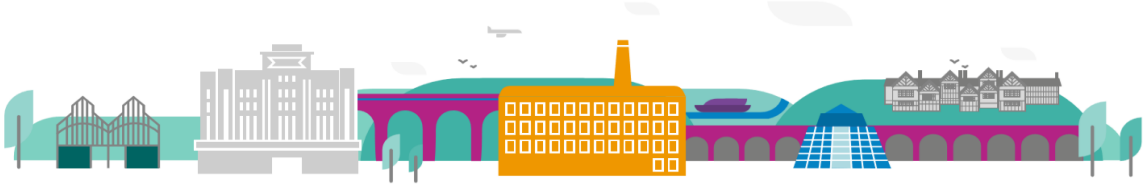
About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

To work to the Council's values and behaviours by:

- Keeping the people of **Stockport** at the heart of what we do
- Succeeding as a **team**, collaborating with colleagues and partners
- Driving things forward with **ambition**, creativity and confidence.
- Showing value and **respect** to our colleagues, partners and customers.

- Social work qualification and registration with Social Work England is essential.
- Substantial post qualifying experience, with evidence of completion of the two-Post-Qualifying Standards (DfE) and consolidated learning, that demonstrates high quality, and skilled practice with children and families.
- In-depth experience and knowledge of statutory social work including key legislation, practice and policy.
- Ability to manage risks, needs and competing priorities in a fast paced and highly pressurised environment.
- Practice Educator award, or willingness to work toward this award.
- Experience of offering reflective supervision and/or support to a team, or individuals using a range of knowledge and evidence-based supervision skills/models.



- Ability to communicate and build relationships effectively with children, young people and families plus a wide range of partners.
- Experience and commitment to ensuring good practice, performance and outcomes for children and families.
- Knowledge of early trauma and the impact of this on a child's development, behaviour and attachments.
- Understanding of the regulatory inspection frameworks for children's services and experience of contributing to the planning, delivery, and response to inspections within a local authority setting, including regular quality assurance activity.
- Experience of delivering training, learning circles and facilitating workshops.
- Experience of working in a restorative, relationship-based culture, and leading excellent practice with these principles in mind.
- Commitment to continuous professional development and leadership
- Ability to drive and use of a car (Alternative arrangements will be made for disabled applicants)