

Job Description and Person Specification Profile

Job Title	Advanced Practice Lead – Domestic Abuse
Job ID	JH09
Service	Children's Services
Grade	I
Reporting to	MASH Service Unit Manager

The Role

To support practice development of our Social Workers and lead practitioners when working with children, young people and their families who are experiencing domestic abuse . The Advanced Practice Lead will also support the Service Unit Manager and Head of Service to support a domestic abuse practice model and strive for excellence across Children's Services and the partnership by delivering key training on themes drawn from audits.

The Advanced Practice Lead – Domestic Abuse also aims to:

- Develop capable, motivated, pro-active, and reflective social workers and practitioners
- Support the implementation and use of a domestic abuse toolkit
- Support social workers and practitioners to gain a comprehensive understanding of domestic abuse, responsibilities and Tameside's policies and practice standards
- Support continuing professional development, to ensure sustained delivery of outstanding services to Tameside's children, young people and families
- Promote evidence-based practice, informed by current research and grounded in theory
- Facilitate values-based leadership at all levels, and promote a positive learning culture

Main Duties and Responsibilities include:

- Promote resilience and empower Social Workers and practitioners to advocate for themselves and the children and families they work with. This includes professional challenge with managers and colleagues. Develop a shared understanding of the knowledge base informing their analysis and the limitations of their thinking and use this understanding to inform next steps. Guide social workers and practitioners with problem solving and assisting them with planning and decision making in relation to domestic abuse
- Use advanced professional knowledge, skills, experience and initiative to support the Social Workers and practitioners to develop assessment skills to identify and analyse domestic abuse risk to children and develop safety and supportive plans. Support the domestic abuse practice development of our social workers and practitioners by undertaking Practice Impact Reviews
- Provide a bespoke induction to all new Social Workers and practitioners.
- To develop and embed models and tools to support good quality assessments of domestic abuse risk and need.
- To collaborate with partner agencies in developing understanding of the identification of domestic abuse and responses.
- To deliver training across Children's Services and the partnership
- Attend any relevant internal and partnership meetings
- Undertake any other duties commensurate with the job or needs of the service such as key project work.

The duties may vary from time to time without changing the nature of the post or the level of responsibility, and the post holder may also be required to carry out any other duties appropriate to the grading of the post.

About you

Your essential qualifications

- Relevant professional qualification/registration with regulating body, e.g.: Dip SW, CQSW, or equivalent qualifications.

Your essential skills, knowledge and experience

- Substantial post qualifying experience including in-depth experience in the field of child and family social work in the area of Domestic Abuse.
- Demonstrable experience of coaching / mentoring including practice teaching.
- In-depth service specific knowledge of children's safeguarding and management of risk.
- In - depth ability to demonstrate a high level of competence in the practice of child and family social work, able to undertake statutory duties under the Children Act 1989
- Demonstrable aptitude towards delivery of the highest possible standards of professional practice.
- Excellent organisational, skills.
- In-depth skills to make and act upon sound professional judgements based on levels of risk
- Demonstrable ability to organise and prioritise work, planning tasks and working well to competing deadlines and meeting agreed targets
- In-depth ability to communicate and build effective relationships with customers, staff, public and other professionals, working professional and able to provide critical feedback relating to intervention and challenge risk.
- In-depth ability to negotiate with and influence a range of audiences including service users and other professionals
- Demonstrable ability to undertake research and initiate change / development as a result
- Demonstrable understanding of equality issues relating to the tasks and commitment to the achievement of equality
- Substantial knowledge of current legislation, national guidance and best practice relevant to the post
- Significant knowledge of social care needs of children and families
- Understanding of the application of service specific threshold criteria
- Able to work in the evenings including attending evening meetings as required
- Ability to fulfil all spoken aspects of the role with confidence through the medium of English

If you have the following experience or qualifications – then that's great!

- Demonstrable experience of the use of quality assurance processes to ensure that own work is of a high standard
- Ability to demonstrate a high level of competence in the area of social work practice which is directly related to the Team's role and function
- Experience of analysing and interpreting data and performance information

- Knowledge of relevant research and literature
- Practice Educator Award

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

What can you expect from us?

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

Working together, we are proud to work for Tameside

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

