

Job Description and Person Specification Profile

Job Title:	Senior Practitioner – Social Worker
Job ID:	JH09-P
Service:	MASH
Grade:	I
Reporting to:	Team Manager for MASH

What's the post, and what are we looking for?

What we are looking for

We are looking for Senior Practitioner (Social Work Qualified) to support children, young people and their families in our front door arrangements.

You will provide our families with high quality support and respond to their individual needs as required. You will support families to develop solutions to their needs.

You will support the leadership of the Front Door service by offering advice, support and guidance to practitioners within the Front Door and others, contributing to a consistently high standard of practice across services.

You will take into account the views of children, young people and families and partners to continually improve service delivery.

You will facilitate workshops and group supervisions to support decision making, provide opportunities for reflection and ensure appropriate plans are in place to meet families' individual needs effectively, enabling families to make positive and sustained changes.

You will attend and chair a range of multi-agency meetings to share important information and contribute to decisions that support the individual needs of children, young people and families.

You will contribute to the leadership of the service through mentoring, coaching and practice development to support practitioners and achieve positive outcomes for children, young people and families.

As a Senior Practitioner you will champion **Tameside's Heart of Support Practice Approach**

At Tameside, we believe in:

- **Compassion** – understanding the lived experiences of children and families.
- **Curiosity** – asking questions that lead to deeper insight and better outcomes for children.
- **Collaboration** – working together across services to deliver joined-up support.
- **Conversation** – listening and engaging meaningfully with children, families and professionals.
- **Courage** – leading with courage, making bold and compassionate decisions that put children first.

The 5 C's will be central to all the work that you complete.

Key responsibilities:

- As an Employee of Tameside Council all roles are expected to work in a way that ensures vulnerable children and adults are safeguarded and report any safeguarding concerns in accordance with established policies and procedures.
- Undertake timely enquiries of children who are considered to have possibly suffered or who may be likely to suffer significant harm. Including making recommendations in respect of what next steps should be taken to reduce the risk of harm.
- To support the improvement of practice across the service area and provide mentorship in instances where the quality of work does not meet service standards for children, young people and their families.
- To work in partnership with children, young people and their families ensuring professional boundaries are set and maintained.
- To assist in the creation of a sensitive, caring but structured working relationship enabling young people to explore their difficulties and express their wishes and feelings.
- To offer both support and challenge to children, young people and their families as part of any agreed change process.
- To establish effective working relationships with statutory and voluntary agencies to ensure high standards of service and support to young people and their families.
- To prepare internal and external reports and maintain accurate case records.
- To create, facilitate and contribute to training as required to enhance the support provided to children, young people and their families.
- To support and mentor and supervise the Referral and Information Officers including providing induction, advice, guidance, and quality assurance.
- To represent children's services at meetings and panels as directed by the Team Manager / Service Lead, sharing relevant information in line with GDPR and relevant data sharing procedures.
- Share learning about good practice and to contribute to training and development activities to progress continuous professional development for all team members.
- To undertake additional duties as required, commensurate with the level of the role.

About you

Your essential qualifications

- Social Work Degree (CQSW, CSS, DiPSW or equivalent)
- Registration with Social Work England
- Evidence of consistent pattern of learning from education, training and experience.

Your essential skills, knowledge and experience

- Experience of a Social work post (including placements) in a statutory or voluntary agency working with children and young people in a field, residential, or family placement setting
- Experience of undertaking Social Work assessments of families including detailed analysis
- Knowledge and experience of child protection and court work in family led settings
- Understanding of basic human needs, physical, emotional and social.
- Knowledge of Children's Act 1989 and 2004, and all other relevant legislation.
- Knowledge of issues facing families at risk of family breakdown.
- Experience of working with children, young people and families displaying challenging behaviour.
- Experience of health/social care needs and services.
- Ability to produce and maintain accurate records using the children's recording system and produce reports as necessary
- Ability to engage positively with children, young people and their family.
- Ability to offer appropriate support to families affected by a range of factors, not limited to:
 - Domestic Abuse
 - Homelessness.
 - Child Protection issues.
 - Drug and/or alcohol dependency.
 - Tenancy breakdown.
 - Non school attendance.
- Effective communication/interpersonal skills.
- Aptitude for using IT.
- Ability to challenge families appropriately.
- Ability to make decisions and take responsibility for them.
- Ability to work effectively in a team and with other agencies.
- Ability to work effectively on own initiative, prioritise workload and manage time to meet deadlines.
- As this post meets the requirements of the Immigration Act 2016 (part 7), the ability to converse at ease with members of the public and provide advice in accurate spoken English is essential for the post.

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:

