

## Advanced Practitioner

## Role Profile

<b>Service:</b>	Early Help and Children's Social Care – Children's Services
<b>Band:</b>	Band 9
<b>Reporting to:</b>	Practice Manager or Practice Lead Learning and Development
<b>Responsible for:</b>	Family Practitioner, First Response Advisors, Personal Advisor and Student/Apprentice Social Worker



**TRAFFORD**  
COUNCIL

## About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors have a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

***Our vision: Trafford – where all our residents, businesses and communities thrive***

At the heart of our vision is a common cause – we want to make Trafford a better borough. We want to make it a place where everyone has a chance to succeed and where everybody has a voice. Through our new vision, we are making a commitment to work together across different services and agencies to make the best use of our resources.



## Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

**At Trafford Council we are EPIC**

**We EMPOWER** – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

**We are PEOPLE CENTRED** – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

**We are INCLUSIVE** – We are committed to creating an environment that values and respects the diversity and richness differences bring.

**We COLLABORATE** – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

## About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values-based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

### Overview

In Early Help and Children's Social Care, we are committed to supporting the delivery of the right support at the right time, first time, and in the most effective way for children and families who need support. We aim to use the least intrusive approaches possible to safely ensure children grow up in an environment where they are safe, happy, have positive and secure relationships and are able to fulfil their potential.

### Your Main Priorities

- Promoting Trafford Council's vision, objectives, and priorities effectively to our staff, our partners, and the public and inspire others by role modelling our organisational values at all times. You will be part of promoting a culture of value for money, outcome-based customer focus and continuous improvement.
- Providing an efficient and effective service to children in need of support and their families. Working as the advanced practitioner in a social work team with children, young people and their families and providing support, supervision and guidance to colleagues so that vulnerable children can remain within their families wherever possible.
- Ensuring children and their families receive the right level of support at the right time.
- Working in a strengths-based way, using relational and restorative practice with children and families to promote a high challenge/high support environment and create a culture that delivers the best outcomes for children and young people.
- Taking lead on some complex cases and support other staff when managing complex cases.
- Leading, coaching, supporting and supervising designated staff or students and ensure they work to clear practice standards and their professional development is supported.
- Supporting the Practice Manager and Head of Service to drive the quality and consider the impact of social work practice across the team.

## Key duties

- Ensuring that practice is of the highest possible standard and support makes a difference the lives and outcomes for children and young people.
- Promoting the safeguarding of vulnerable children and young people who are suffering or are at risk of harm and abuse.
- Commissioning, co-ordinating and delivering effective plans for children.
- Maintaining a strength-based service delivery in line with national performance frameworks and standards and to support the teams' compliance with national legislation/guidance, statutory and local policy and procedures.
- Carrying a part caseload of complex cases while supporting quality of practice in the team in a range of ways to suit need.
- Ensuring effective permanence planning takes place for children and young people in care.
- Under the guidance of the Practice Manager and Head of Service ensure the development of processes for continuously improving the quality of services.
- Ensuring practice is recorded in a way that demonstrates the delivery of overall service objectives and addresses performance indicators.
- Liaising and working with the Practice Manager and Head of Service and the other Advanced Practitioners within the Service to maintain and enhance good quality social work practice which delivers the maximum impact to consistently improve outcomes for children and young people.
- Assisting in the allocation of work within the Service, in particular to social work staff, including caseload management, based on need and service priorities.
- Supporting a robust system of monitoring to ensure that record keeping and report writing is of a high quality and is in accordance with the case recording policy and timescales.
- Attending and/or chairing Strategy, Family facing meetings, Case Conferences etc. as required.
- Supporting the Practice Manager in ensuring that the Team's business operations are effective and efficient.
- Assisting the Practice Manager and Head of Service in developing effective ways to involve children, young people and families in service planning, re-design, delivery and evaluation.
- Promoting and facilitating multi-agency working by fostering a climate of teamwork, co-operation, achievement, a common purpose and a shared value base.
- Assisting the Practice Manager and Head of Service in the safe recruitment of staff in line with the respective HR policies and procedures of the employing bodies.
- Ensuring staff you support/supervise receive an induction into the service within the required timescale.
- Implementing a robust system which ensures that the staff you are responsible for receive regular reflective supervision.

## About You

### **Qualifications and Professional Development**

- Recognised registered professional qualification in social work e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent
- Evidence of current continued professional and personal development and post-qualification career progression
- Practice Educator with experience of supporting a student
- Must be registered with Social Work England

### **Experience and Knowledge**

- Significant experience of working in a Children's social care setting, with 2 years at Level 3
- Strength-based relational practice
- Detailed understanding of key legislation, regulations, guidance and frameworks in relation to children
- Experience of multi-agency working in a statutory setting in relation to meeting children, young people and family needs, paying full regard to information sharing protocols and best practice
- Knowledge of relevant legislation and social policy issues; and of different approaches to social work practice, paying particular regard to restorative approaches with children and families
- Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families
- Wide range of experience working with children and families
- Experience of working with complex situations with a focus on problem solving
- Experience of using solution focused approaches in practice
- Court experience and skills
- Experience in team leadership and performance management

### **Skills and abilities**

- Excellent interpersonal skills, with an ability to collaborate both verbally and in writing with multi-agency partners
- Ability to effectively engage, listen and build partnerships with children, young people and families, together with a wide range of professionals, external partners and stakeholders

- Proven ability to lead, facilitate and make a constructive contribution to meetings, negotiating with a range of stakeholders, setting and contexts
- Conflict resolution skills with ability to appropriately challenge colleagues and partners to promote best outcomes for children
- Ability to work in a team and support colleagues, organising and prioritising work with appropriate timescales when under pressure
- Operational skills - ability to assess and manage risks

**Special Conditions**

- Car User
- Willing and able to travel to sites within the Trafford Borough
- Unsocial hours/weekend work may be required

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Prepared/revised by	Children's Redesign Team/I Chunara
Job Evaluation	May 2021

### **Health and Safety**

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

### **Equalities & Diversity**

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

### **Customer Care**

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

### **Training and Development**

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

### **Policy**

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

### **Information Governance**

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.