
Your job

Job Title: Children's Senior Practice Cover

Service: Children in Care and Fostering

Grade: 10

Reporting to: Team Manager

The Children's Senior Practice cover role is a critical and adaptive position. This role will combine the expertise of an Advanced Practitioner along with the experience of a Senior Social Worker.

The role is designed to provide consistent high-level practice, supporting the teams by way of flexible operational cover across the **identified** service, responding to sickness absence, maternity/adoption/paternity leave, vacancies, and periods of increased demand.

You will consistently deliver excellent, child-centred social work practice while also supporting teams through mentoring, coaching and modelling best practice and on occasion may need to support teams through mentoring, coaching and modelling best practice. The role requires the ability to step into different teams and provide stability, oversight and decision-making, ensuring continuity of safe and effective service delivery.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

In the next 12 months, you will:

- Embed yourself as a flexible worker across the teams in your **identified service**.
- Provide effective cover during sickness, maternity/adoption/paternity leave and vacancies.
- Strengthen consistency of practice and support teams to maintain high standards during periods of change.
- Where required, support workforce development through mentoring, co-working, and reflective supervision
- Contribute to service improvement and transformation priorities

On an ongoing basis you will:

- Deliver consistently high quality, child-centred Social Work practice.
- Lead by example and support less experienced staff through mentoring, coaching, and co-working.
- Work flexibly across teams to meet service demand and maintain stability.
- Hold and manage a small but complex caseload.
- Undertake assessments, planning, interventions, and reviews.
- Ensure practice is strengths-based, using **PACE**, the Family Safeguarding Model and Motivational Interviewing.
- Promote the voice of the child and ensure it is central to all care planning.
- Support Team Managers with operational delivery and deputise where required, e.g., chair non-complex strategy meetings, authorise home finding referrals.
- Facilitate reflective supervision and practice development sessions.
- Ensure compliance with statutory frameworks, policies, and procedures.
- Maintain accurate, timely, and high-quality records using Liquid Logic.

- Build and maintain strong multi-agency partnerships.
- Contribute to quality assurance activity, including audits and embedding learning from reviews.
- Support continuous improvement and innovation in service delivery.

Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules.

In this job you will need:

You must be able to demonstrate the following essential requirements:

- Qualified Social Worker with Social Work England registration
- Significant experience in statutory children's social care, including Children in Care or Fostering depending on the identified service.
- Proven ability to manage complex, high-risk cases and make sound decisions
- Strong understanding of legislation, policy and best practice frameworks
- Experience of mentoring, coaching and developing others
- Experience of auditing, quality assurance and chairing on non-complex strategy meetings including missing from home
- Ability to work flexibly across multiple teams and respond to changing demands
- Excellent analytical, organisational and decision-making skills
- Strong interpersonal and communication skills
- Resilience, adaptability and ability to manage competing priorities
- Commitment to strengths based, child centred practice
- Ability to travel across the borough

Our Culture

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

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”