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## Your job

**Job Title: Advanced Practitioner**

**Service: Childrens Social Care**

**Grade: G10**

**Reporting to: Team Manager**

An Advanced Practitioner is a critical role within the team as they offer mentoring, coaching, support, and practice expertise to other less experienced team members. The role has acknowledged depth of expertise, including the assessment and appropriate management of risk.

This role will help to deliver and lead good quality, child-centred practice across the service. You will ensure that the Family Safeguarding model is embedded in all our work with children and families. You will demonstrate effective leadership and management to support staff and work alongside Team Managers to ensure that the service meets all statutory requirements and practice standards.

You will be key in developing the whole workforce, fostering a culture of continued learning, encouraging reflection and through leading by example. You will help enable learning circles, group discussions and reflective supervision and have great analytical and decision-making skills. You will ensure that supervision is reflective, challenging, and explorative with the child's voice at the heart of plans to support children and families.

Through the implementation of the workforce strategy and new era principles, you will demonstrate and encourage others to be creative, innovative and improve service delivery, demonstrating improved outcomes and value for money. Ensuring team members understand and adhere to the quality assurance framework, (including case audits) and practice standards as well as continuing to improve evidence-based

practice, learning from SCRs and the latest research that informs practice and decision making will be critical.

You will hold a small but complex case load, which includes opportunities for co-working in order to support the development of less experienced social workers. This role will include undertaking assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, and direct work with children, young people and families and any other work identified, as necessary.

You will ensure that practice is underpinned by the Team Wigan behaviours and our practice standards, and that the motivational interviewing is embedded in our work with children and families. You will have opportunity to receive full training in the Family Safeguarding Model and Motivational Interviewing.

In Children's Social Care, we want to support all children in Wigan to be happy, healthy and safe; to feel listened to and to have the maximum opportunities to be ambitious. We recognise that social workers have one of the most challenging but rewarding roles. We value our social workers; the fantastic work they do and the resilience they show by overcoming challenges every day.

### **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.

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### **In this job you will:**

In the next 12 months and on an ongoing basis, you will:

- Put children at the heart of everything you do.

- Work with and support vulnerable children and families to ensure best outcomes can be achieved, helping them to implement sustainable family-led plans.
- Use motivational interviewing and ensure that practice is strengths-based and underpinned by the Team Wigan behaviours.
- Build and maintain close working relationships with partners including Start Well, education services, the police service and health services.
- Maintain up to date, detailed and accurate records of all cases through Liquid Logic and other recording tools, ensuring these are purposeful and jargon free.
- Embrace opportunities to learn, grow and develop your Social Work career.
- Uphold and promote the high standards of the social care profession outlined in Social Work England standards and maintain your Social Work registration in line with statutory regulations.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules.
- Support team managers with the operational delivery of services and support the transformation of children's services across Team Wigan.
- Be confident and knowledgeable in children's social work practice, family law and statutory processes and able to share your knowledge to support your team.
- Provide supervision to ASYE colleagues, ensure high quality practice through practice observations and reflective conversations to ensure our Family Safeguarding Model and MI is fully embedded.
- Role model a "think family" approach, building and developing strong relationships with other teams and key partners.
- Exemplify the highest quality social work practice, demonstrating effective care planning, high quality consistent record keeping, strong management oversight and decision making, and permanence considered at the earliest opportunity.
- Deputise for the Team Manager and be accountable and contribute to panels and meetings as required.

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

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## **In this job you will need:**

You must be able to demonstrate the following essential requirements:

- You will need to be a qualified social worker.
- A commitment to improving outcomes for children and gaining their voice and lived experience.
- You will have a commitment to enhancing your skills, through formal training and qualifications, so you continually develop.
- Commitment to equality, diversity and inclusion and challenging discriminatory practice.
- Commitment to working in a strengths-based way with children and families.
- Resilience and commitment to being self-aware of your own support needs and reflective in your practice.
- Have excellent interpersonal skills.
- Good time management and ability to work to deadlines and be organised.
- Demonstrate analytical thinking and the ability to analyse complex information and to develop solutions and plans.
- Ability and willingness to use a car to travel round the borough.
- A passion for practice improvement and to make a difference for the Children, Young People and Families across Wigan and inspire Social Workers of the future.
- Considerable experience of statutory specialist services and statutory and legislative frameworks which underpin effective care planning.
- Knowledge and understanding of current research, innovation, and good practice standards in relation to children & families, such as
- Cared for children, care leavers and residential care provision at a local and national level and/or understanding of relevant legislation with its implications for the delivery of social work services to children and families.
- Excellent negotiation and influencing skills, with internal and external stakeholders.
- Caring, inspiring and engaging leadership skills to help get the most out of others in your team and wider partners.
- Experience of working with key stakeholders to build and maintain collaboration and partnerships.
- The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and working together to find solutions.

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## 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.

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