



Your job

Job Title: Advanced Practitioner

Service: Children and Families

Grade: G10

Reporting to: Practice Manager

You will help to deliver and lead good quality, child centred practice across the service. You will ensure that practice is underpinned by the Deal principals and that the Signs of Safety model is embedded in all our work with children and families. You will demonstrate effective leadership and management to support staff. You will work alongside Practice Managers to ensure that the service meets all statutory requirement and practice standards. You will encourage reflection and learning in staff through leading by example, enabling learning circles, group discussions and reflective supervision.

You will operate in an environment of transformational change and innovation, be able to support change in a time of financial constraints whilst providing clear and effective management support to deliver their objectives.

Through the implementation of the deal principles, you will demonstrate and encourage others to be creative, innovative and improve service delivery, demonstrating improved outcomes and value for money. You will be key in developing the whole work force, fostering a culture of continued learning, adoption of best practice and modelling this within the organisation. You will support the operational delivery of the team, including the development of excellent practice of the social workers.

You will ensure the team understands and adheres to the quality assurance framework, practice standards including case audits and that continues improvement is evidence based and includes learning from SCR's and research that informs practice and decision making.

Shape and influence the practice system demonstrating confident analysis and decisions making. You will ensure that supervision is reflective, challenging and explorative to enable informed decision making on cases that occurs to safeguard children.

You will hold a complex case load. 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.

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.

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:

On an ongoing basis you will:

- Support the operational delivery of services to support the change in children's statutory services, and have the capacity alongside Managers to drive innovation in practice.
- Ensure the team is highly effective and high performing and works collaboratively with other agencies and key stakeholders to provide a 'think family' approach to assessment and planning.
- Supervise staff and resources within the team as part of the delivery of high-quality services to children and families according to the aims and objectives of the service. This will also include practice observations and reflective conversations.
- You will support your team in meeting statutory requirements set thorough legislations and guidance in respect of children in need and in need of protection, looked after children and care leavers, including those with disabilities.
- You will be expected to ensure that Signs of Safety is embedded within practice and across all services.
- Develop effective partnership working that is positive, courageous and accountable and ensure that partners feel valued and able to influence care planning and decision making.
- Be confident and knowledgeable in childcare and family law and understand statutory guidance and it's processes in order to safeguard and promote best outcomes for children and families.
- You will be expected to have knowledge and insight of the children, young people and families open to you and your supervisees. This will include ensuring high quality records, effective care planning and strong management oversight and decision making.
- You will ensure that the children and young people in your team will have plans of permanence at the earliest opportunity.
- You will work collaboratively with the Quality Assurance unit to respond appropriately to challenge and effective care planning.
- In your role you will help to coordinate and respond to complaints within the service and support any learning opportunities in order to improve practice and outcomes for children and families.
- You will deputise for the practice manager and be accountable and contribute to any panels or meetings as required in order to promote effective care planning and decision making for children and families.

- You will be a key contact for partners within the service delivery footprint. You will have a strong focus on developing a collaborative approach with Start Well, our schools and education settings that ensure a whole family approach to care planning.
- You will support continued development of the workforce and act as coach and mentor of AYSE's within the service.
- 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:

- Be fully qualified, have accredited social work professional status (CQSW, DipSW, CSS, PQCCA), current registration with HCPC,
- Evidence of significant post qualifying experience within a relevant professional field.
- Considerable experience of statutory specialist services.
- Knowledge and understanding of current research, innovation and good practice standards in relation to children & families, Cared for children, care leavers and residential care provision at a local and national level.
- Knowledge of statutory and legislative frameworks which underpin effective care planning.
- Leadership skills and the ability to promote and gain commitment to the organisation's policy and Objectives.
- Excellent negotiation and influencing skills, with internal and external stakeholders.
- The ability to successfully plan for and effectively contribute to OFSTED inspection processes.
- The ability to manage a heavy workload under pressure and meet competing deadlines.
- A good decision maker who can make critical decisions using your own initiative.
- Experience of working with key stakeholders to ensure collaboration and partnerships.
- The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and providing solutions.

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. ”