



<b>Title</b> <b>Social Work Practice Consultant – Court Team</b>	<b>Department</b> <b>Children, Families and Young People</b>	<b>Post Ref.</b> <b>2854</b>
<b>Job Purpose</b> <p>The Court Team is part of the Through-Care Service based in Ollerton but operates across the county. The purpose of the Court Team is to provide a service to children subject to public law proceedings. Section 7 and Section 37 reports for court are also undertaken in the team if the case is not already open within the department. Practice Consultant's in the team also undertake pre-birth assessment on cases where proceedings have taken place before and where a Cafcass Plus referral might be made.</p> <p>Practice Consultants are Advanced Practitioners. These posts recognise the skills required to undertake work on many complex cases, undertake all identified assessments and progress care planning, as identified, within the legal framework. In addition they will be responsible for preparation of written evidence, attendance at court and instruction of solicitors representing Nottinghamshire County Council.</p> <p>The Court Team also provides consultation to operational teams on court work and there is some co-work with other teams in order to share knowledge, build up skills in court proceedings and to prevent delay. This may entail involvement in some pre proceeding cases in a PLO process.</p> <p>The Practice Consultants are also practice educators for student social workers and provide mentoring for social work posts in the court team and wider operational teams .</p>		
<b>Key Responsibilities</b> <ol style="list-style-type: none"><li>1. To be allocated court cases in public and private proceedings. To provide all assessments directed by court and all evidence to timescales which assist matters concluding in agreed timescales and within a 26 week period.</li><li>2. To have experience in devising safeguarding and a full range of permanence planning options for children.</li><li>3. To be allocated as a co-worker to work alongside other social workers on a specific case:</li></ol>	<b>Key Accountabilities</b> <ol style="list-style-type: none"><li>1. To be a positive role model, promote and maintain high standards of professional social work practice.</li><li>2. To ensure that national and local policies and procedures are followed</li><li>3. To provide high quality evidence to court to enable decisions to be made for children without delay.</li><li>4. Work in accordance with the Nottinghamshire County Council Code of Conduct and the Health and Care Professionals</li></ol>	

<ul style="list-style-type: none"> <li>a. Where additional professional support and or mentoring is required to enable the allocated worker to effectively manage the case.</li> <li>b. Where a separate or independent social work assessment is required and/or to prevent delay.</li> </ul> <ul style="list-style-type: none"> <li>4. To provide mentoring to social work colleagues in the court team and in operational teams.</li> <li>5. To participate in relevant developmental work, identify training needs and take part in the provision of local briefings to staff or other agencies.</li> <li>6. To disseminate as required information about all new and relevant changes in policy , procedures and legislation in relation to family law s it affects court social work practice</li> <li>7. To maintain full, accurate and up to date records in accordance with departmental procedures to ensure quality assurance requirements are met.</li> <li>8. To collaborate and develop links with colleagues from other statutory and independent agencies.</li> </ul>	<p>Council (HCPC Code of Practice</p> <ul style="list-style-type: none"> <li>5. Demonstrate Continual Professional Development in line with HCPC regulations and requirements.</li> <li>6. Participation in team activities e.g. team meetings, case discussion, review of team work.</li> <li>7. Participation in regular supervision</li> </ul>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

<b>Person Specification</b>	
<p><b><i>Education and Knowledge</i></b></p> <ul style="list-style-type: none"> <li>1. Professional Social Work Qualification e.g. DipSW / CQSW / CSS</li> <li>2. HCPC registered</li> <li>3. Holds the PQ Specialist Award or can provide substantial evidence of how you can demonstrate advanced level skills and knowledge</li> <li>4. Knowledge and understanding of the relevant legislation relating to children and families, including knowledge of national and local policy and procedures in relation to family courts, children and families safeguarding to include</li> </ul>	<p><b><i>Personal skills and general competencies</i></b></p> <ul style="list-style-type: none"> <li>7. A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff</li> <li>8. Strong interpersonal skills to gain the agreement and acceptance of others including colleagues, senior managers and customers.</li> <li>9. Ability to work effectively with legal services and give clear instructions based on evidence</li> <li>10. Ability to meet agreed objectives and delivery targets by the effective use of resources.</li> <li>11. Participate in and present relevant training.</li> </ul>

Tier 7 – Experienced / Professional Staff

<p>Knowledge of relevant legislation and policy relating to Children and Young People, Every Child Matters agenda, mental health, disability and eligibility including:</p> <ul style="list-style-type: none"> <li>• Children Act 1989, 2004</li> <li>• Children Leaving Care Act 2000</li> <li>• Adoption and Children Act 2002</li> <li>• Carers and Disabled Children Act 2000 and Carers (Equal Opportunities) Act 2004</li> </ul> <p>Knowledge of the philosophy, principles and main legal aspects of the 1989 Children Act and Children Act 2004.</p> <p>5. Knowledge and understanding of current research which is used to inform analysis and decision making.</p> <p>6. Hold a Practice Educator or Mentoring qualification or can provide evidence of these skills and desire to undertake future accredited training.</p>	<p>12. Work effectively in assessment work, care planning and review and maintain judgement when working under pressure.</p> <p>13. Plan, manage, and prioritise workload</p> <p>14. Prepare and present clear reports and assessments. Excellent report writing skills are essential.</p> <p>15. Chair meetings effectively and represent the Department in a responsible and effective manner.</p> <p>16. Liaise effectively within the department and other agencies and work effectively as a member of a multi-disciplinary team, as appropriate.</p> <p>17. Proficient in use of information technology</p> <p>18. Provision of suitable transport.</p> <p>19. Required to work some 'unsocial hours'</p> <p>20. A positive and flexible attitude to change and development in service.</p> <p>21. Understating of and commitment to equality in the delivery of services in accordance with Nottinghamshire County Codicil's public sector equality duty</p> <p>22. A commitment to fair and non-discriminatory service delivery regardless of age, religion, race, culture, gender, disability or sexuality.</p>
<p><b>Experience</b></p> <p>23. Significant post-qualifying experience in child care social work, including experience in safeguarding and care planning and training relevant to this post.</p> <p>24. Demonstrable expertise in a range of assessments with children and their families, including knowledge and experience of conducting assessments for court purposes to a high standard.</p> <p>25. Experience of providing specialist practice advice, mentoring or reflective supervision to others</p>	
<p><b>Role Dimensions</b></p> <p>26. High quality professional social work practice with particular expertise in relation to court work , legislation , working with families in this process ,undertaking assessments and devising plans to provide future permanence and safeguarding of children .</p> <p>27. Provide specialist practice advice and support in relation to the social work role in court, act as practice educators and provide practice mentoring to social work staff as required.</p> <p>28. Work in a county wide service to meet the departmental priorities</p> <p style="text-align: right;"><i>Please attach a structure chart</i></p>	

Date 17 05 18

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