

Title Advanced Practitioner (Child and Family Social Worker)	Department Children and Families, Adoption East Midlands	Post Ref.
Job Purpose <p>To work as part of the Adoption Team at Adoption East Midlands, to make a positive contribution to supporting children & young people and their families within the Region (Derby, Nottingham, Derbyshire, Nottinghamshire) on their adoption journey.</p> <p>To provide professional supervision and/or leadership, support and guidance to colleagues within the Adoption Service, in partnership with the management team, to contribute towards an effective and efficient service.</p> <p>Working either directly with people in complex situations, or by supporting and/or developing staff or knowledge, their work will promote better outcomes for children and families. Will use evidence informed practice and constructive challenge and both model and facilitate reflective (evidence- informed) and Strength based practice.</p> <p>Will work collaboratively to ensure ambitious service development plans and objectives are achieved and supported throughout the organisation.</p>		
Key Responsibilities <ol style="list-style-type: none"> 1. Provide a lead practitioner role in the team and be allocated an agreed number of cases, take responsibility in assessments and ensure that services are delivered monitored and reviewed in accordance with relevant legislation and departmental policies where: <ol style="list-style-type: none"> a. The case requires the advanced practitioner's involvement to ensure the case is worked appropriately b. There are complex support needs and/or safeguarding concerns 2. To chair and facilitate multi-agency meetings and internal meetings 3. To be allocated as a co-worker to work along-side another 	Key Accountabilities <ol style="list-style-type: none"> 1. To be a positive role model, promote and maintain high standards of professional social work practice, working in accordance with the Nottinghamshire's Children, Nottinghamshire's Future, vision and principles 2. To ensure that national and local policies and procedures are followed 3. Work in accordance with Nottinghamshire County Council code of conduct and Social Work England code of conduct 4. Demonstrate continual professional development in line with Social Work England regulations and requirements 	

<p>worker on a specific case:</p> <ol style="list-style-type: none"> a. Where additional professional support and or mentoring is required to enable the allocated worker to effectively manage the case. b. Where a separate or independent social work assessment is required <ol style="list-style-type: none"> 4. To provide professional consultation to Children Services Teams and other appropriate agencies 5. To be a Practice Educator and/ or Practice Mentor Assessor. 6. Lead on professional development issues, provide formal mentoring to Social Work colleagues, to support and develop staff in line with approved professional standards 7. To promote good practice standards in adoption assessments and support Social Workers with assessment planning, critical thinking and analytical writing. 8. To line manage and supervise non-Social Work qualified staff 9. To deliver inductions to new members of staff 10. To contribute to the supervision of social work practitioners, completing observations of practice, facilitating reflective group supervision and 1:1 reflective supervision as directed by the Team Manager 11. To undertake and facilitate group work with both adopters and colleagues including leading workshops delivered to adopters at different stages of the adopters journey. 	<ol style="list-style-type: none"> 5. To ensure that staff and resources are deployed as efficiently and effectively as possible to ensure excellent customer service 6. To provide effective supervision, support and challenge to staff to secure high levels of performance 7. To build positive relationships with customers, staff and colleagues to establish an open and transparent communication culture within the team 8. Provide leads in specific key areas in order to meet service requirements
<p>The post holder will perform any duty or task that is appropriate for the role described</p>	

Person Specification

Tier 6 – Senior Practitioners

<p><i>Education and Knowledge</i></p> <p>1. Any qualifications accepted by Social Work England as a qualification in Social Work such as:</p> <ul style="list-style-type: none"> • CQSW • CSS • Dip SW <p>Must be registered with Social Work England and be able to demonstrate continued professional development</p>	<p><i>Personal skills and general competencies</i></p> <p>2. Sets an excellent example of customer care for other staff.</p> <p>3. Effectively sets direction for a team providing motivation for all to deliver high performance.</p> <p>4. Anticipates customer needs to provide excellent service continually striving to improve efficiency and effectiveness</p> <p>5. Sets challenging targets for performance for the team as well as delivering a high degree of personal effectiveness</p> <p>6. Ensures the Council's policies for fairness and respect are delivered including setting high personal standards</p> <p>7. Takes an active role in managing risk, health and safety and safeguarding issues.</p> <p>8. Ability to undertake direct work with children using a child-centred approach</p> <p>9. Ability to plan, manage and prioritise workload with minimal supervision</p>
<p><i>Experience</i></p> <p>10. Worked as an experienced social worker for a minimum of three years post qualified experience in child and family, statutory social work, with experience of working in more than one team</p> <p>11. Significant experience within the Service Area. At least two years' post qualified experience relevant to Adoption within the past five years</p> <p>12. Experience of supervising or mentoring others, such as practice education or ASYE mentoring</p> <p>13. Demonstrable expertise of complex casework and 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>14. Experience of chairing multi-agency complex meetings with sound analytical and decision making skills</p> <p>15. To be an accredited child care practitioner under the National Assessment Accreditation System, or working towards this, or can provide substantial evidence of meeting the Post Qualifying standards / Knowledge and Skills Statements (KSS) for a child care practitioner level. (See attached KSS information)</p>	

16. To work at the level of an Advanced Social Worker, as detailed in the Professional Capabilities Framework of the British Association of Social Work (BASW)	
<p><i>Role Dimensions</i></p> <p>17. To support staff to be Trauma Informed throughout all practice within the organisation. 18. To supervise non Social Work qualified staff and support and deliver reflective supervision to qualified staff. 19. To work within Adoption East Midlands and partner LA agencies. 20. Advanced Practitioners working within Adoption East Midlands to be the allocated Social Worker for an agreed number of complex cases or as a co-worker for an agreed number of complex cases.</p> <p style="text-align: right;"><i>Please attach a structure chart</i></p>	

Date June 2022

Statement	Knowledge, Skills and Experience Expected
1. Relationships and effective direct work	<ul style="list-style-type: none"> • Demonstrate ability to develop and sustain effective and appropriate relationships internally, with partnership and external agencies and those who have a lived experience of adoption (children, adoptive and birth parents) • Experience of direct work with children and families.
2. Communication	<ul style="list-style-type: none"> • Skills in communication with children and young people, and evidence of engaging children and young people to participate in decision about their lives. • Effective verbal and written communication • Understanding and evidence of working with confidentiality
3. Child development	<ul style="list-style-type: none"> • Understanding of the long term impact of developmental trauma • Knowledge of child development and children's needs. • Understanding of how families function. • Understanding of disability issues in relation to children • Understanding of diversity issues and their relevance to social work practice
4. Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability	<ul style="list-style-type: none"> • An understanding of mental health issues in adults • Awareness of issues related to domestic abuse, and how to support and safeguard victims • An understanding of the needs of those with physical health issues and disabilities
5. Abuse and neglect of children	<ul style="list-style-type: none"> • Recognition of abuse and practical commitment to safeguarding children • Ability to work anti-oppressively and promote anti-oppressive practice
6. Child and family assessment	<p>Ability to carry out in-depth and strengths based assessments which are evidence based.</p> <ul style="list-style-type: none"> • Experience of assessment and planning to meet the needs of children and their families.
7. Analysis, decision-making, planning and review	<ul style="list-style-type: none"> • In-depth assessment and analytical skills through a trauma lens. • Evidence of working on own initiative and ability to make clear, well evidenced recommendations to promote effective decision making. • Evidence of ability to organise and prioritise own work and use appropriate administrative skills.
8. The law and the family and youth justice systems	<ul style="list-style-type: none"> • Knowledge of relevant legislation and policy relating to Children and Young People, Every Child Matters agenda, mental health, disability and eligibility including: Children Act 1989/2004; Children Leaving Care Act 2000; Adoption and Children Act 2002; Equal Opportunities Act 2004; Carers and Disabled Children Act 2000
9. The role of supervision	<ul style="list-style-type: none"> • Knowledge of the process of supervision • Demonstrate ability to accept and make constructive and appropriate use of supervision • Ability to provide both individual and group supervision to support peer reflection and improve practice
10. Organisational context	<ul style="list-style-type: none"> • Experience of working with other agencies, either in the statutory or voluntary sector. • Evidence of ability to function as a team member and willingness to work co-operatively and flexibly. • Ability to work to Departmental policies and priorities, and evidence the ability to make a positive difference to

	a child's outcomes.
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