

Thurrock Council job profile

Job title	Senior Practitioner
Directorate	Children Services
Responsible to	Team Manager
Date profile last reviewed	September 2020

Job purpose

1. To safeguard vulnerable children and young people
2. To provide high quality, research based casework service to all children & family service users and hold cases that consist mainly of the most complex family situations
3. To offer consultation, support, specialist advice and joint working to colleagues within Children's Services
4. To promote children living with their family where safe to do so
5. To comply with and promote legislation, statutory guidance and local policies and procedures
6. To be able to provide supervision to less experienced or unqualified workers

Values and accountabilities

Our values:

1. **ambitious** – by continually improving
2. **collaborative** – by working together
3. **compassionate** – by building relationships based on empathy, respect and dignity
4. **empowered** – by removing barriers to influence outcome
5. **proud** – of everything we do and championing Thurrock Council
6. **inclusive** – by acting in a way that exemplifies what we expect of each other

Corporate accountabilities:

1. To work with colleagues to achieve service plan objectives and targets
2. To comply with data protection legislation and the council's Information Security Policy, including supporting policies
3. To be willing and able to work in a flexible and agile way with regard both to hours of work and location of work, including remote and home working, as required, subject to service needs and requirements
4. To participate in performance development, talent reviews and one-to-ones and to contribute to the identification of your own and team development needs and goals
5. To actively promote and comply with the council's diversity and equality policies
6. To ensure full compliance with the Health and Safety at Work Act 1974 etc., the council's Health and Safety Policy and all locally agreed safe methods of work
7. To fully understand and be aware of the commitment to Section 17 'Duty of the Crime and Disorder Act 1998 to prevent crime and disorder'



8. At the discretion of the senior management, to undertake other activities as, from time to time, may be agreed consistent with the grade and nature of the role
9. To undertake and maintain relevant mandatory training in line with legislation

Key service accountabilities:

1. To carry a caseload of the most vulnerable complex children in need and children in care and ensure they receive a service that reflects the department's commitment to safeguarding and putting the needs of individual children first.
2. To demonstrate and model a high standard of practice under their own direction, that reflects a value based approach to working with children and their families and is child centred.
3. To work with colleagues and other professionals in a range of organisations to develop a service that delivers the best possible outcomes for vulnerable children.
4. To work in partnership with service users, to undertake focussed assessments, plans and reviews that have clear objectives and outcome measures.
5. To work to high standards of customer care and to provide a respectful and sensitive service at all times.
6. To maintain accurate and up to date records in line with Data Protection legislation and use the Integrated Children's System to promote effective case management.
7. To ensure that Management Information systems are kept appropriately updated so that high quality information can be retrieved and used in planning future service development.
8. To maintain up to date knowledge of research, departmental policies and procedures, and to have in depth knowledge of legislation and guidance relevant to providing services to children and families.
9. To act as a source of consultation for colleagues on professional practice, with a particular focus on the development of research based practice and development of standards through performance measurement and audit.
10. To contribute to the development and progression of the relevant performance plans and targets
11. To monitor the use of resources to ensure maximum results
12. To actively promote the service with service users, colleagues and other staff within and outside the department.
13. To identify training needs and maintain requirements for professional registration and respond appropriately to social reforms.
14. To be available for supervision, as required and to prepare for supervisory sessions, as required by the Team Manager.
15. To represent the department in discussions with other agencies at the discretion of Senior Management.
16. At the discretion of the Manager such other activities as may from time to time be required to ensure the needs of the service are met

Person specification

Job title	Senior Practitioner
Directorate	Childrens Services

Information for applicants

The person specification provides an outline of the experience, skills and abilities we expect the successful applicant to possess. You should match your own skills, experience and abilities to those listed below. Tell us in what way you meet the requirements.

Method of testing	Weighting
1 = application form	1 = low importance
2 = interview	2 = medium importance
3 = assessment tests	3 = high importance

Disabled people will be offered an interview where they meet the essential requirements alone

Requirements for this job

Key competencies and behaviours	Method of testing	Weighting
1a. Skills and abilities – essential		
Case Management		
Demonstrates well-developed skills in collecting and analysing information, assessing user need and creating imaginative care packages	1/2	3
Contributes to meetings, develop plans and reviews progress	1/2	3
Applies evidence based practice to own work to ensure positive outcomes for children and young people	1/2	3
Recording and Report Writing		
Maintains accurate and up to date case records	1/2	3
Uses IT systems and client databases to ensure effective and accurate client records are maintained	1/2	3
Provides literate and well written reports to court and other setting	1/2/3	3
Communication		
Communicates and work directly with children and young people, using a variety of techniques	1/2	3

Key competencies and behaviours	Method of testing	Weighting
Communicates effectively with colleagues, partner agencies and other professionals and adapts communication styles to meet the needs of different audiences	1/3	3
Management of Self		
Works under pressure and manages time and workload effectively	1/2/3	3
Demonstrates a 'can do' attitude and is passionate and committed to achieving positive outcomes	1/2	3
Works effectively as part of a team to achieve team and service plan objectives and targets	1/2	3
Is able to deal with hostile and aggressive responses to social work intervention without putting their own safety at risk	1/2	3
Valuing Diversity		
Understands and is committed to diversity and equality, and treats everyone with respect	1/2	3
1b. Skills and abilities – desirable		
Able to take a lead within the service on a specialist area to promote knowledge across Children's, Services and partner agencies	1/2	2
2a. Special knowledge – essential		
Knowledge required to recognise and evaluate risk to children and assess possible measure to reduce that risk	1/2	3
Knowledge of legislation and statutory guidance relevant to working in children's services	1/2	3
Knowledge of key child care and child protection research and assessment frameworks	1/2	3
Some knowledge of vision and priorities of the council and how this post contributes to their achievement	1/2	2
Some awareness of legislation relating to Data Protection and Freedom of Information	1/2	2
Knowledge of the PCF and how it relates to your role	1/2	2
2b. Special knowledge – desirable		
Specialist knowledge in associated areas of work e.g. mental health, learning disability, substance misuse, domestic abuse	1/2	2
3a. Experience – essential		

Key competencies and behaviours	Method of testing	Weighting
Experience of working with children and families within statutory, independent or third sector	1/2	3
Experience of direct work with children and young people	1/2	3
3b. Experience – desirable		
None		
4a. Other requirements – essential		
To behave in accordance with our values.	1,2	3
Commitment to the principles of agile working including the ability to work flexibly with regards to both hours of work and location of work including remote and home working as required.	1,2	3
Recognised social work qualification	1/2	3
Ability to travel within the borough or be a car driver with a full driving licence and have access to a vehicle for work purposes	1/2	3
Social Work England Registration	1/2	3
Commitment to continuous professional development and the acquisition of advanced and specialist skills and knowledge	1/2	3
Able to work flexible hours if required	1/2	3
4b. Other requirements – desirable		
None		
5a. Equalities – essential		
Understanding of and commitment to principles of equality and diversity and compliance with Thurrock Council policies.	1,2	3
5b. Equalities – desirable		
None		

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Recruitment safeguarding	Requirement
Will the post holder have substantial unsupervised access to children or vulnerable adults?	No – use standard recruitment process Yes – use the Safer Recruitment process
Is a Disclosure and Barring Service (DBS) check required for this post? Read the Recruitment and Selection Policy for guidance.	No – Not required Yes – Basic level Yes – Standard level Yes – Enhanced level

