



Role Profile

Job Title: Practice Development Lead	Role Profile Number: SBC_12204
Grade: 10	Date Prepared: 19/05/2024
Directorate/Group: Children Services	Reporting to: Team Manager – Academy

Role Purpose

The postholder will lead on the planning, development and implementation of all practice related activity for Children's Social Care related roles, being the Champion of 'what good practice looks like', ensuring a consistent approach in every service area in the use of the Family Safeguarding model and restorative practice methodology. The Practice Development Lead will collaboratively strengthen and develop all areas of social work skills, knowledge and practice with emphasis on improving outcomes for young people and enhancing the working experience of social workers via quality of learning opportunities. The role will work with the Service Manager – Practice and Development to support service wide implementation of social work tools and approaches.

Practice development and learnings will be delivered across Children's Services and key partners i.e. external providers, Police and Education. This will include the planning and delivery of high-quality facilitation and the delivery of effective training across services.

Key Accountabilities

- To work with the Service Manager Practice and Development/Principal Social Worker to plan the ongoing approach and delivery of the practice model, tools and approaches including quality assurance.
- Contributing to the development of policies and service improvement strategies and supporting their implementation in the service.
- To provide coaching, direct mentoring, consultation and professional support across Children's Social Care in order that the practice model is well embedded in all of its aspects from practice to supervision principles (individual and/or group supervision).
- Ensure that practitioners have the skills and knowledge to recognize harm and risk indicators of different forms of harm for children relating to physical, sexual, emotional harm as well as neglect. To ensure that they consider the possibility of exploitation in all forms including on line which pose a risk to children, recognising too the potential for children to be perpetrators of abuse.

- Provide professional and development support and advice to managers on a broad range of issues relevant to social work which could be contentious and challenging in nature, and to aid the development of skills, knowledge and experience and addressing performance issues.
- To lead and provide reflective practice opportunities for all practitioners and managers across the whole service so that they learn from current practice
- To contribute to workforce development, training and professional development. Practice Development Leads will be pro-active, hands-on, raise practice standards in social work and act as a champion for professional development to ensure outcomes for children and young people are evidenced and strengthened.
- Identify and capture end to end cases examples for learning which demonstrate aspects of exemplary practice, working with practitioners and managers in the service.
- To develop and implement plans to embed learning from audit and quality assurance activity to ensure high quality practice delivery in all service areas
- Chair practice forums that review and challenge in relation to assessments, plans, reviews and interventions, along with management oversight and supervision in line with agreed service procedures, standards and national legislation.
- Resolve complex and high-risk situations using negotiation and diplomacy, involving individuals, their families, or staff groups, challenging practice and seeking support from a senior manager when required to fully protect children and families. This will include the identification of children at risk where urgent intervention is required due to practice deficits.
- Contribute to and support the Team Manager ASYE with plans for the ASYE programme and training delivery for newly qualified social workers.
- Delivery of training and workshops on relationship-based social work, tools and approaches to practitioners and managers.
- Lead the development and improvement of practice by role modelling good practice, providing opportunities for reflective case discussion and individual coaching/training sessions where needed. Acting as the expert to provide and facilitate bespoke learning events and provide presentations to wider audiences as required. Provide feedback, analysis and evidence on what difference learning/training has made.
- Use and demonstrate knowledge from research, survey, professional standards and literature reviews to improve the performance and practice of staff. Share and cascade this knowledge with staff to support assessment, intervention and review processes.
- Take into account at all times the views of children, young people and their families/carers.
- Implement, operate and review systems as needed and ensure that quality and standards of practice are met in line with both regulations and service objectives.
- Contribute to and support quality assurance initiatives, reporting on key themes and supporting training needs. Undertake where necessary audit reviews of cases.
- Understand and adhere to Social Work England code of practice in all aspects of their work and to be able to apply this in their own work and in the training and coaching developed.

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of social care and will be required to provide evidence of this:

- In-depth knowledge and experience of the Professional Capabilities Framework and how this supports the training and development of social workers.

- Demonstrable experience and advanced understanding of relationship-based social work, systemic approaches, solution focused interventions and ideally the Family Safeguarding model. This would reflect and demonstrate an advanced understanding of its application to practice across services including children in care, Youth Justice, child protection conferences and children in care reviews, early help, and safeguarding services.
- Experience of delivering, chairing and facilitating training and workshops and complex meetings related to practice improvement and development involving children in care and safeguarding and child protection processes. Experience of chairing and facilitating Appreciative Inquires.
- Substantial experience of direct work with children and young people and their families within a social care context inclusive of having undertaken complex assessments.
- Extensive experience of working in partnership in complex cases where culture, race, gender, sexuality and disability are key factors in provision.
- Experience of acting in a supervisory capacity with students, social workers and practice teaching/ Mentoring/ Coaching staff or students, to enabling learning.
- Strong working knowledge of the legislative framework within which Social Care operates, inclusive of legislation, regulation and national guidance and procedures specific to this post.
- Thorough understanding of quality assurance frameworks and an ability to integrate and role model this into practice. Through use of your skills of analytical thinking and decision-making, you need to be able to diagnose themes, patterns and trends of information in order to interpret information accurately.
- Seeks to influence internal and external stakeholders. Develop and establish a rapport with partner agencies and key stakeholders. Creates, maintains and seeks to develop collaborative relationships both internally and externally to enhance delivery of objectives. Demonstrates ability to resolve conflicts and is able to navigate and respond positively to challenges.
- Commitment to active self-development and knowledge of leadership approaches. Demonstrates ability to manage workloads effectively and is able to demonstrate effective time management and prioritisation skills that ensures standards of work are maintained and deadlines are met. To formulate both own and support development of others training needs and support plans.
- High level of communication skills both orally and writing to a high standard with an ability to convey complex information in accessible form, including presenting to large internal/external groups. Including generating information for learning in the organisation.
- IT literate and willing to undertake further training as required.
- Satisfactory DBS enhanced disclosure will be a condition of this role.

Qualifications

- Professional social work qualification (degree or diploma) – essential.
- Registered Practitioner with SW England - essential together with relevant post qualification experience working within Children's Services.
- Practice Educator or Assessor accreditation – preferred.

Decision Making:

- Responsibility for working closely with staff at all level both internally and across partnerships on matters within the areas of responsibility.
- Ability to lead on the design of training and workshops for staff across the service to ensure practice development and consistency.

- Leading, facilitating and chairing meetings, forums, engagement sessions and training determining content and course of action needed.
- Determines how to manage conflict and risk when they arise and within the parameters of council policy and/or statutory guidance.

Creativity and Innovation:

- Able to use own initiative; think laterally, to take a problem-solving approach to support the development of training, workshops, plans, and services.
- Excellent written and verbal communication skills.
- Influencing and negotiation skills in designing and developing new approaches to practice and service delivery to deliver best outcomes for children, young people and their families/carers.
- Ability to work in a collaborative manner with internal and external stakeholders to develop plans and services.

Job Scope:

Job Scope	Budget Holder	
Number and types of jobs managed	Responsibility	
Typical tasks supervised/allocated to others	Asset Responsibility:	

Budget and resources:

Contacts and Relationships:

(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)

- Build strong working relationships which inspire confidence and support, demonstrating awareness/sensitivity to needs of staff, stakeholders and partners.
- Manage situations effectively and proactively create solutions to issues – this can be directly related to a case or between/with partners.
- Engage and inform those taking part in learning and workshops
- Work with partners across agencies as needed and represent SBC in a professional manner at all times.

Values and Behaviours

We strive to underpin our culture of being 'At our Best' through strong management and authentic leadership. This means getting the management basics right. We own and demonstrate accountability, both individually and collectively, and aim to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, by displaying: · Accountability at all levels · Customer care and pride in what we do · Continuous learning and evaluation · Valuing one another and the contribution each of us makes.

Other Key Features of the role

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury).

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name:
Date:	