

Snr Practitioner Referral & Assessment

Scale point: 35-38 | Based in Kingston| Permanent |Full time

About the service

The Referral and Assessment Team sits within Children's Social Care's Identification and Assessment division. The team is based in one of our two Clusters located in either Kingston or Richmond, the Referral and Assessment Teams work directly with children and families. We focus upon our initial involvement through new referrals, child in need, child protection and initial court proceedings. This includes: Strategy discussions, Initial Child Protection Conferences; Child In Need Planning and taking court actions by way of Emergency Protective Orders if required. The team works directly with families in their time of crisis which helps to prevent escalation of concerns.

About the role

As a Senior Practitioner within the Referral and Assessment Team, you will have proven and extensive experience encompassing two main areas - the support and development of peers within the team and the skills and knowledge in working with families.

Team based experience will include: support and mentoring of others using supervisory experience and supporting Students, ASYE and placement experience such as Practice Educator; Facilitating and running peer group supervision sessions and developmental opportunities; Commitment to embracing and developing learning, with use of theory and research. Experience in working with children and families will include: confidence in undertaking child protective investigations, alongside safety and contingency planning; court work and pre-proceedings experience including report writing, statements and care planning; child focussed direct work that role models creativity and purposefulness; experience in working with children throughout a journey of statutory services, including becoming 'looked after'; and having the confidence in chairing complex meetings.

We trust that you will do your best in all the work that you do. To support this, you will be provided with digital technology to work in an agile way and in engaging with children and young people. The role will receive reflective supervision provided through 1-1 and group learning experiences using our Signs of

Safety framework to guide your work and approach as a Social Worker alongside regular supervision sessions;

About you: our role specification

Qualifications

- Educated to a degree level with a relevant professional qualification in social work (CSS/CQSW or DipSw, MA SW, BA Hons SW).
- Postgraduate qualification in a relevant field i.e. social work, leadership and management.
- Active Social Work England registration and proven evidence of continuing professional development.

Skills and experience

- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Proven ability to effectively use research, data, intelligence and evidence to create meaningful insight and to inform own decision making.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, presentations, written updates to a range of stakeholders (which will include families, children or young people).
- Knowledge of statutory legislation and national policy drivers that will affect children's services and your role.
- Strong analytical, and planning skills for assessing, and reviewing children and young people's needs, and planning packages of care across a range of cases, able to explain professional reasoning judgements, and decision making.
- Experienced in undertaking child protection investigations and assessments of needs, assessment and appropriate management of risk and ensuring the delivery of agreed programmes of care.
- Experienced in managing an allocated caseload, planning and organising workload to meet statutory timescales and local policy response appropriately and independently (as appropriate) to unanticipated problems.
- Experienced in the use of ICT and case record management systems.

Personal attributes

- A passion to demonstrate and promote our values (Trust, Respect and Empower) through professional behaviours and relationships with all stakeholders.
- Drive to deliver Achieving for Children's vision, mission and values to support children and young people to live safe, happy, healthy and successful lives.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to manage priorities and work under pressure displaying initiative and creativity.
- Able to work flexibly, collaboratively and with initiative and with a solution focussed approach.

The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.

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- Personal determination, drive, energy and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children.
- Excellent communication and interpersonal skills that are open, honest, persuasive and pragmatic, including ability to negotiate and influence.

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