

Senior Practitioner - Emergency Duty Service (EDS) – Grade 12

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work. Social Workers provide an important and valued professional function working with some of the most vulnerable children and young people in society. Although legislation and policies surrounding the role change, the role remains one which puts children and young people at the centre ensuring the voice of the child is heard.

Working in EDS you will be able to demonstrate experience and significant professional expertise. Your approach to managing the most complex cases will ensure individual needs and aspirations are supported at all times, the child's voice is at the core of your approach, that risk is managed proportionately and safeguarding is key.

We recognise that Social Work is a challenging profession and we value the work you do. As a Senior Practitioner in Kirklees, you can expect commitment to your personal and career development.

This role is based within Children and Families - Click [here](#) to find out more.

The Job

EDS undertake the most complex work often dealing with trauma and the risk of significant harm. You need to be able to work on your own often without immediate onsite management support, making safe decisions. You will deal with challenging cases, holding strategy discussions with police and health colleagues to ensure risk is managed until normal working hours where Duty and Advice or area teams can take over. You will ensure Kirklees practice principles are incorporated into your work.

As part of the team you will work on the EDS rota. You will have responsibility for managing your cases and their handover, taking into account the needs of children and young people ensuring effective use of time and resources, supporting others to do the same. This role requires frequent lone working, showing that you can accurately record information with clear analysis and decision making to help inform further action.

You will provide constructive challenge to enhance practice, promote innovation and suggest improvements to ways of working to enhance practice and outcomes for children and young people. You will share responsibility for planned interventions and service provision with partner agencies and work in partnership with families. Your expertise allows you to contribute to service improvement through, for example, working groups.

You will deal with the most complex cases reflecting your advanced experience and knowledge. In the role of senior practitioner you can co-work cases with less experienced staff to support their development. Working within legislation, government guidance and the council's practice standards you will carry out assessments and provide social work interventions using a child centred approach.

Promoting evidence based practice is key; ensuring the needs and wishes of children are fully addressed in assessment and planning processes and there is evidence of their participation is key. Your expertise allows you to undertake complex assessments on behalf of others. You will have a specialist element to your role as lead practitioner, e.g., in relation to emergency provision in an out of hours setting.

Job Checklist

- Exercises professional judgement and uses appropriate social work methods and interventions, values and knowledge base to work with children, young people and their carers to achieve the best possible outcomes for children and young people
- Works within relevant legislation, government guidance and the council's practice standards
- Is a role model for social work practice
- Provides support, guidance, coaching and mentoring to less experienced colleagues
- Contributes to service improvement
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience
- Works effectively as part of a team and with a range of agencies and professionals.
- Interventions are planned and reviewed in line with legal and procedural requirements
- Adopts a Restorative Practice approach to practice
- Provides verbal and written reports for case conferences and court as required.
- Positively engages with and makes effective use of reflective supervision, putting learning into practice and contributing to the appraisal processes. Identifies and takes up opportunities for CPD
- Works within the Professional Capabilities Framework
- Works flexibly and embraces new ways of working
- Makes full use of the council's IT systems and works within administrative & financial procedures
- Maintains accurate and up to date case records and works within confidentiality and information sharing protocols

Click [here](#) to see your responsibilities for safeguarding.

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

We understand that the job of a Senior Practitioner is a challenging one demanding increased levels of autonomy and decision making, based on your experience and knowledge. Confident, articulate, and professional you will be at the pinnacle of your social work practice. We have set high expectations of ourselves to support good social work practice and expect you to perform at a consistently high standard.

You will be passionate and committed to making a difference to children and young people and enjoy the challenge this brings. Keen to pass on the benefit of your skills and experience you are a role model to Social Workers in your team and constructively challenge where improvements could be made and provide support and guidance.

An excellent communicator with an empathetic approach you will be able to advocate for children and young people and form effective working relationships with other professionals in the most challenging of cases. You understand the importance of clear and timely case recording.

A resilient individual who adopts flexible ways of working you will champion creative ways of working to achieve positive outcomes and service improvements. Committed to your personal and career development, you recognise when you need support and engage proactively in reflective supervision.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following [behaviours](#):

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and role model the Council's Expectations of a New Council employee within the organisation. This job is at Level 2.

Person Checklist

- Social Work qualified and HCPC registered
- Successful completion of Senior Practitioner progression process
- Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.
- Able to use social work methods to promote positive change, independence and wellbeing in accordance with assessed need, demonstrating the voice of the child.
- Significant experience of working with children, young people and their carers.
- Working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of developments in Children's social work
- Able to undertake high quality assessments and provide clear analysis, within set timescales.
- Able to transfer knowledge and skills into new situations
- IT skills to support accurate and timely case recording
- Accepts that an enhanced DBS check will be required.
- Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence and it is expected that you will either use a council vehicle or your own car.

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to complete the shortlisting booklet.