

Senior Practitioner – Grade 12 For jobs in Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering

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. As a Senior Practitioner with the benefit of experience and significant professional expertise, your approach to your caseload of 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. You will provide support and mentoring to less experienced colleagues and students to develop their practice. We recognise that Social Work is a challenging profession and we value the work you do. Whichever team you work in, as a Senior Practitioner in Kirklees, you can expect commitment to your personal and career development.

The Job

As a Senior Practitioner you will promote practice standards providing leadership and professional wisdom to colleagues. Using a role model approach you will support the professional development of Social Workers by providing advice, support, coaching and mentoring. You will have a specialist element to your role e.g. Practice Educator, safeguarding lead.

You will support the Team Manager to motivate other members of the team encouraging positive behaviours and providing opportunities for group supervision and development activities.

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. Your expertise allows you to contribute to service improvement through, for example, working groups.

You will hold a caseload of the most complex cases reflecting your advanced experience and knowledge, reduced to reflect the support you provide to less experienced colleagues. You may co-work cases with less experienced staff, including NQSWs, 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, eg risk assessment of sexual offenders, on behalf of others

You will share responsibility for planned interventions and service provision with partner agencies and work in partnership with families. As part of the team you will work on the duty rota. You will have responsibility for managing your caseload, taking into account the needs of children and young people ensuring effective use of time and resources, supporting others to do the same.

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 restorative approaches 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

Please see your responsibilities related to [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 SWE 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 job please demonstrate how you meet the Person Checklist as detailed on the Job Profile