
STRATEGIC AREA: ADULTS & HEALTH

SERVICE AREA: ADULT SOCIAL CARE OPERATION

JOB TITLE: SENIOR PRACTITIONER

GRADE: 11

ABOUT THE SERVICE

The Social Care and Wellbeing Service supports adults to maintain and improve their health and wellbeing, maximising their independence, choice and control. It brings together statutory social work and social care focusing on personal support activities, holistic care and working through a culture of enablement and positive risk enablement by adopting a personalised approach to work with adults, carers and their families.

ABOUT THE JOB

As a Senior Practitioner you will promote the development of high quality practice standards of social work providing leadership and professional wisdom to colleagues. Using a role model approach you will oversee the professional development of staff by providing advice, support and mentoring to Social Workers and Community Assessment and Support Officers ensuring that their work is audited against accepted criteria. Working with individuals you will explore their development needs and develop plans to address these. You will support the Team and Deputy Team Managers to motivate other members of the team encouraging positive partnership working.

You will support the development of a culture of delivering high quality services and monitor the performance of staff against these standards using a range of means e.g. user/carer satisfaction surveys. You will provide constructive challenge to enhance practice and procedures, promote innovation and suggest improvements to ways of working – for example using learning from complaints and other reviews to enhance future service delivery.

Recording and documenting work/cases is a fundamental part of the social work role and you will support staff to develop their IT skills to work with the administrative systems and procedures in place.

In your role you will also undertake professional Social Work and hold a case load of complex cases and undertake needs assessments, risk assessments and reviews as appropriate. You will apply appropriate legal and policy frameworks and guidance that inform and mandate social work practice recognising where scope for professional judgement exists. You will gather information quickly and effectively so as to inform judgement for interventions including in crises and in response to challenge, or in the absence of complete information. On occasions when dealing with complex cases you may co-work with less experienced staff. You will formulate plans in consultation with the individual and their carers, which will meet their assessed needs, within the priorities and eligibility criteria of the Council, ensuring that individuals and carers are actively involved.

Wherever reasonably practicable, you will identify health and safety issues that may place individuals or groups at risk and ensure these are recorded and brought to the attention of staff responsible for the delivery of services.

You will ensure that reviews of care plans/interventions are carried out within both legal and procedural timescales and practice guidelines and any adjustments required are put in place.

Your high level literacy skills will support you to prepare clear, concise and logical reports, including where appropriate, reports which may be submitted for Court purposes, and to ensure that accurate and up-to-date records are kept.

Your Deputy Team Manager will provide you with professional supervision which will allow you to keep your manager informed of case progress and highlight any areas of difficulty or concern.

Your expertise in the service will allow you to contribute to the identification of unmet needs for service planning and commissioning. You may also be asked to join working groups or projects focused on service development.

You will also be required to undertake one of the following specialist roles: Practice Educator, BIA or AMHP.

In your role you will be expected to work within the requirements of the Professional Capabilities Framework (PCF).

You will be expected to carry out your duties in line with the Council's policies, procedures and relevant legislation. You will be made aware of these in your appointment letter, statement of particulars, induction, ongoing performance management and development and through Council communications.

As part of your wider duties and responsibilities you are required to promote and actively support the Council's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting them from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. Safeguarding relates to everyone who may be vulnerable, not just the very old and the very young. Please read our [safeguarding policy](#).

KEY RESULT AREAS/OUTCOMES

- Quality and professional standards are enhanced by effective support to the team through leadership and professional wisdom.
- Service users receive a service in line with expectations and which meets or exceeds legislation, government guidance and Council policy.
- Service users are supported to make positive risk choices and risky situations are managed effectively and where necessary enact duties to protect through safeguarding.
- Staff are supported to undertake learning and development and are engaged in Continuous Professional Development; learning is shared within the team.
- Opportunities for service development and improvement are identified and reported.
- Integrated working is supported and demonstrated both internal and external to the organisation.

RESPONSIBLE TO: DEPUTY TEAM MANAGER

RESPONSIBLE FOR: N/A

PERSON CHECKLIST

Council Behaviours

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

We also expect you to promote and role model the Council's Expectations of a New Council manager within the organisation.

This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

For Recruitment Purposes: In order to be considered for this role you will need to demonstrate the following skills, abilities and experience

▪ Successfully passed the Senior Practitioner progression requirements including the management of complex cases.
▪ HCPC recognised professional Social Work qualification and evidence of HCPC registration.
▪ Holds one of the following specialist roles: Practice Educator, BIA or AMHP.
▪ Ability to identify, plan and meet the development needs of less experienced colleagues.
▪ Ability to work within the requirements of the Professional Capabilities Framework.
▪ Competent in the use of IT systems.
▪ Willingness to undertake an enhanced Disclosure and Barring Service check (please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process).
▪ 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.

JD Prepared By	EMTM
JD Amended On	
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