

**Post Specification**

# Post Specification - Key Information

* **Post Title: Practise Improvement Lead**
* **Date: August 2024**
* **Post Group Number:**
* **Job Family: People care and development**
* **Job Family Role Profile: PCD14**
* **Final Grade: Grade 15 (with JWC’s)**

To be read in conjunction with the job family role profile.

# Service Area Description

Children and Families Service

# Purpose of this Post

To support the Service Improvement Team, working closely with the Service Improvement Leads to respond to key focus areas of practice.

3. Practice and Performance Lead

Responsibilities: Deep dive data, links with other service areas to understand issues, takes a lead on the CHAT, drives performance in teams, drives forward practice model, group supervision, Practice Standards, Practice Week, involvement in service improvement projects relevant to their lead area.

4. Learning and Development Lead

# Responsibilities: SOS & Trauma informed lead- develop network of champions in staff group, organisation of development mornings, group supervisions, Practice Week, involvement in service improvement projects relevant to their lead area

# .Key Job Specific Accountabilities

* Use research to design services that are ambitious for the best possible outcomes of children, young people, and families.
* Using the voice of those with lived experience, support the development of our Care Experienced Offer, ensuring a useable digital presence for our cared experienced young people. Collaborating with the workforce to help influence a shift in culture and practice.
* Expand, reconfigure, and review our internal provision and resources to ensure we are maximising our resources. Review the findings and provide guidance on the next steps.
* Contribute to the development of provision in the county to keep children at home, get children home or at the very least keep children local.
* Liaise with other Local Authorities who have embedded these approaches, to learn from what works and provide advice around our approach.
* Support the development of cared for provision within the county and promote positive engagement with the external market.
* Oversees scrutiny panels to provide oversight and scrutinise care plans, to ensure our cared for children are in the right place at the right time
* Utilise both quantitative and qualitative performance data to improve and drive good practice forward in the service. Use the data to provide an evidence base in reviews and share the learning with other managers and the wider workforce.
* To provide mentoring, consultation, coaching and support to the social care team, with a specific focus on our staff working with our cared for and care experienced young people to influence practice in this service area and work on the recommendations from Ofsted.
* Assist with the development of professional learning and development programmes for the wider workforce by leading on the workforce’s yearly training plan and development days.
* A Champion in our Practice Model and able to provide training to new starters and ASYEs re Signs of Safety and Trauma Informed.
* Sit on ASYE panel and provide recommendations as to whether the NQSW has met the required KSS and PCF to pass their ASYE.
* Become a Stage 2 Practice Educator in order to take this role should it be required within the service alongside their lead responsibilities.
* Deliver Group Supervision across the service to influence the practice of the workforce.

# Key Facts and Figures of the Post

* **Budget Responsibilities**: Accept budget and finance responsibilities to ensure services work within agreed budget and within corporate policy guidelines and practice.
* **Staff Management Responsibilities:** Provide supervision, mentoring, advice, and support to social workers in the absence of the Team Manager. Able to deputise for Team Managers, proficient in chairing strategy meetings, signing off SW reports/ assessments to support with the overall quality assurance of work.
* **Other:** (Any other relevant facts and figures)

# Essential Criteria

* **Qualifications:**
* Social Work England Registration
* Social Work Degree CQSW/CSS/DipSW
* Evidence of continuing professional development in social care/social work post qualification
* **Knowledge:**
* Knowledge of Assessment and Case Management Processes
* Knowledge of relevant legislation
* Knowledge of Children’s Services assessment tools
* **Experience:**
* Experience in work with children and families, pre/post or during qualification
* Experience in Support and Protection/Cared for
* **Expertise:**
* Ability to provide coaching and mentoring experiences for all individuals with a range of skills and experience across the workforce.
* Ability to work as part of multi-disciplinary team with internal and external colleagues – sharing and co-ordinating resources.
* Ability to plan work and meet deadlines
* Ability to produce clear written reports
* Work directly with vulnerable children
* Liaise with external and internal partners on day-to-day service issues
* Clear and concise verbal skills with children and adults
* Ability to assess and manage some risk effectively

**Personal Skills**

* Ambitious and motivated to improve practice
* Professional integrity, reliability and consistency
* Explicit use of social work values e.g. ability to work in a non-discriminatory manner, respecting individual’s rights and choices
* Ability to work under pressure and manage emotional stress effectively

**Special Circumstances/ Other**

* Ability to undertake extensive travelling in the designated area
* Enhanced DBS Clearance

Flexible working hours

# Disclosure and Barring Service (DBS) Checks

* This post requires a DBS check.
* The level of check required is *(remove others not required):*
	+ DBS Enhanced - Children & Adults

# Job Working Circumstances

* **Emotional Demands:** Working with service areas with high emotional demands
* **Physical Demands:** Normal
* **Working Conditions:** Travel across Westmorland and Furness footprint
* **Other Factors:** (Any other relevant factors)

**Other Factors:**

* *This could include e.g. requirement to travel, or requirement to work outside of normal office hours*