

Post Specification

Date	November 2024
Post Group Number	8426
Post Title	Advanced Practice Lead
Job Family	PCD
Job Family Role Profile	PCD14
Final Grade	15

To be read in conjunction with the job family role profile

<p>Service Area description</p> <p>Adult Social Care vision is “People living in a place they call home with the people and things that they love, in communities where they look out for one another, doing the things that matter to them.”</p> <p>The service has a key role in influencing and shaping service models in Westmorland and Furness and ensures that in all instances people are supported to achieve their most independent outcome in keeping with the Promoting Independence and Wellbeing Programme and becoming a community powered council.</p>
<p>Purpose of this post</p> <p>The APL team work under the Principal Social Worker (PSW), Senior Manager Governance and Practice with a focus on practice, quality assurance, and continuing professional development, working at the advanced level of the relevant professional capabilities' framework.</p> <p>To support all Adult Social Care teams with the transformation and continuous improvement of Adult Social Care, by ensuring that the highest standards of practice are embedded in the organisation by working across the Adult Social Care Services. To fulfil national expectations around continuous improvement of excellent practitioners in line within CQC assurance framework and the PSW statutory roles and responsibilities (DHSC).</p> <p>Work to ensure the directorate is able to effectively develop key skills for the future and support the Council's ambition to be a learning organisation with coproduction embedded throughout its activity. The APL team provide direct support to enable the 'grow your own' careers approach in Adult Social Care, as well as leading interventions to promote innovation, diversity, and inclusion.</p>
<p>Key job specific accountabilities</p> <ol style="list-style-type: none"> 1. Provide quality assurance related to the practice of staff in professionally regulated roles (Social Work and Occupational Therapy) and all other staff undertaking Care Act 2014 functions. 2. Will undertake independent case audits to generate learning for managers to develop and improve practice, ensure consistency and quality of case recording. The postholder will also work with the APL Team Manager to contribute to quality assurance reports highlighting key themes and trends, providing operational senior managers with high quality intelligence to drive continual improvements in their respective service areas. 3. Lead on an area of specialist knowledge and expertise, informing best practice and improving outcomes for the people of Westmorland and Furness. Areas of specialism include Mental Health, Mental Capacity, Carers, Direct Payments, Coproduction, Mental Health, ASYE & Practice Educator, Occupational Therapy, and Safeguarding. 4. To inform and shape the commissioning, delivery, and evaluation of services in their specialist area. 5. Responsibilities include research of best practice, sharing of learning, development of resources (e.g. policy, procedure, and guidance), and providing subject matter intelligence and professional advice to decision makers in operational teams. 6. Lead on quality insurance around case recording and development of systems to support and evidence excellent practice. 7. Contribute to the development, implementation and continuous review of the training offer for Occupational Therapy and Social Work, effectively responding to ongoing and emerging needs as identified through audit, feedback from practitioners, and requirements identified by operational managers, senior leaders and external stakeholders (e.g. CQC). 8. To provide expert practice advice to managers and lead practitioners on complex and challenging

case work.

9. Act as an in-house trainer/facilitator in relation to identified area(s) of practice expertise. This will involve developing and facilitating training courses & workshops for practitioners, leading communities of practice, supporting practitioner-led action learning, group supervision and reflective practice.
10. Maximise opportunities to develop and utilise data in order to inform new ways of working and opportunities for improvement to ensure values are implicit and practice is consistent.
11. Work alongside the Workforce Lead to provide career development support as part of an Adult Social Care Careers Academy encompassing the whole of the ASC directorate and wider service. The APL team act as a point of contact for careers advice for existing staff, potential applicants and Social Workers and Occupational Therapists returning to practice. This involves liaising with operational managers to arrange mentoring, job shadowing & work experience, supporting networks for aspiring professionals & leaders, and representing ASC at careers and recruitment events.
12. Work alongside the PSW to develop and deliver the early careers offer for professionally regulated roles in Adult Social Care, including apprenticeship, student placements and ASYE. This will include delivering Practice Educator training, mentoring and ensuring compliance with the Practice Educator Professional Standards (PEPS).
13. Ensure practice is in line within the relevant national legislation, the professional capabilities framework, and professional standards of practice as provided by regulatory bodies, the office of the Chief Social Worker, and organisation policies and procedures. Ensure compliance with care/clinical governance principles. Carry out duties according to instruction, legal and procedural frameworks and individual and organisational performance frameworks.
14. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act. This will involve knowledge of the 6 core principles of Safeguarding Adults and the implementation of Making Safeguarding Personal to promote the wellbeing of people by following established procedures to ensure the personal protection and safety of adults at risk.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • Working with internal and external colleagues, people and their families/carers/guardians to ensure people’s needs are met when working in the coproduction arena. • Working in strengths-based ways with people to prevent, reduce and delay the need for formal services.
Staff Management Responsibilities	<ul style="list-style-type: none"> • Supporting supervision and appraisal. • Mentoring, advising, coaching, supporting • Organise and facilitate ASYE and Practice Educator Panels
Other	<ul style="list-style-type: none"> • None

Essential Criteria - Qualifications, knowledge, experience and expertise

- Accredited Degree in Social Work or Occupational Therapy or associated profession qualification
- Registration with appropriate professional body as required
- Significant and related experience within Health or Social Care field
- Evidence of ongoing professional development/CPD within the last 2 years
- Qualified and experienced Practice Educator, Stage 2 accreditation with currency or willingness to work towards.
- Accredited qualification as a trainer or willingness to work towards
- In depth knowledge and understanding of own professional area of practice and issues within Adults Services
- Evidence of extended relevant working experience including independent assessment and delivery of support
- Understanding and application of theoretical approaches, practices & procedures relevant to customers, carers, professional colleagues
- Knowledge of National Policies and legislation relevant to area of work.
- Having an awareness and understanding of risk with the ability to assess, manage, escalate appropriately and balance with safety
- Ability to influence people to change and to make difficult decisions
- Change management within a positive framework, timescales and budget
- Demonstrate significant experience of leadership skills
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations.

- Excellent interpersonal skills including negotiating, conciliating, written and verbal communication and motivational skills.
- Ability to create and maintain a culture that enables and empowers staff and individuals alike
- Knowledge and application of departmental and council objectives and initiatives
- Good time management/punctuality and the ability to work to deadlines within the allocated resources
- Ability to network effectively with multi-disciplinary organisations
- Demonstrable information technology skills/competencies.
- Ability to identify and challenge inappropriate practice

Disclosure and Barring Service – DBS Checks

- This post requires does require a DBS check.
- The level of check required is:
 - DBS Enhanced - Children & Adults

Job working circumstances

Emotional Demands

- Involves occasionally dealing with individuals who are distressed or angry

Physical Demands

- Normal requirement for county wide travel and carry laptop and small pieces of equipment

Working Conditions

- Involves occasionally dealing with individuals who may be distressed
- Occasionally working in an uncontrolled, challenging environment, in individuals' homes
- Lone working required

Other Factors

None