

Post Specification

Post Specification - Key Information

- **Post Title: Practice Improvement Lead – Social Work Academy**
- **Date: May 2024**
- **Post Group Number: 8238**
- **Job Family: People Care and Development**
- **Job Family Role Profile: PCD14**
- **Final Grade: 15**

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

Service Area Description

The role sits within the Children's Social Work Academy in Children and Families Directorate.

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.

Developing, promoting and supporting best practice social work standards across the service area. Creating new and better ways for the organisation to be successful, working effectively with teams and services to embed changes and developing a network of champions to embed our approach across the organisation.

To advise on developing and implementing learning and development programmes for social work individuals, groups and innovative approaches.

Assist with the development of new models of delivery in order to ensure that the Council's professional learning and development programme area fulfils the requirements of national best practice.

Assisting with the performance of individuals/teams, including practice and data, working with team managers to develop and maintain a culture of performance management.

Key Job Specific Accountabilities

Support the Service Improvement Team to build our Children's Academy Approach –

- Embed our New Children's Academy Approach years 1-5
- Support our ASYE Cohort and their Assessors and Practice Educators to support ASYE's & Students throughout their placement.
- To provide mentoring, consultation, coaching and support to the social care team, and focussing on supporting ASYE staff.
- 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.

- organises and co-ordinates the Trauma Informed Champions network.
- Develop and embed the quality assurance of social work professional development programmes and Practice Educators both internally and externally.
- Lead on the process of securing validation of the ASYE Programme by the regulatory authority.
- Develop an offer for ASYE training/development in line with Social Worker England CPD requirements.
- Lead and deliver induction programme for all new starters.
- Oversee and chair ASYE panels and PE panels.
- Leads on the Social Work Degree Apprenticeship Programme.
- Create and sustain strong links with local Universities by attending careers days & lectures, to support with recruitment and increasing Westmorland and Furness Council's profile in the social care sector.
- Deliver Group Supervision to staff groups in particular ASYE staff cohort.

Please note: Annual targets will be discussed during the appraisal process.

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/coaching to Practice Educators/ASYE Assessors who will be based in various teams across the service.
 - Participate in ASYE panels to assess performance against KSS and PCF.
 - Provide supervision, mentoring, advise, and support to ASYE's.
- **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
 - Knowledge of ASYE/PE process
- **Experience:**
 - Experience in work with children and families, pre/post or during qualification
 - Experience in Support and Protect/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
- 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

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

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:** N/A