

## Job Profile

Position Details	
Post	Senior Practitioner
Service Area	Children and young Peoples Service
Reports to	Team Manager
Grade	PO5 (plus 2 increments)
Job Family	To be completed by HR

Role Purpose
<ol style="list-style-type: none"> <li>1. To support the team manager in the running of the team and to develop and maintain practice expertise in all areas covered by the service remit and to contribute to policy development promote a culture of organisational learning and development in the context of partnership working.</li> <li>2. To carry a managed caseload of complex cases requiring experienced and expert practitioner input</li> <li>3. To offer advice, guidance and consultation on casework practice to other team and service members as required</li> <li>4. To participate in team and other service management meetings as appropriate.</li> </ol>

Main Responsibilities
<ol style="list-style-type: none"> <li>1. To be responsible for a managed caseload of the more complex cases in the service and ensure the delivery of a high quality social work input, consistent with accepted notions of best practice and national and local guidance, in the context of partnership working.</li> <li>2. To model high quality professional behaviour and to develop and promote notions of authoritative practice within the service.</li> <li>3. To progress children's plans in accordance with current local protocols, this may include writing statements within timescales, giving evidence on behalf of the Local Authority in Family Proceedings Court and any other court within the Family Division as required.</li> <li>4. To maintain accurate and up to date electronic case records in line with Departmental policies and procedures and contribute to the continued development of the data base.</li> <li>5. To offer case advice, mentoring, coaching and guidance to others in the service as required including co-working, joint visiting, assistance with court statements and other reports and assessments.</li> <li>6. To support the development of a service consistent with models of partnership working with other agencies and children and their families and to work with them in enabling children to stay safely at home wherever possible.</li> </ol>

7.	To promote the welfare of children in care with particular regard for their age, sex, health, race, religion, culture and life experience.
8.	To chair professional meetings and other planning/strategy meetings as required.
9.	To take responsibility for your personal professional development by maintaining and developing relevant skills and knowledge of current legislation, policy and social work practice through self direct learning and via formal PQ route.
10.	To actively participate in supervision and performance appraisal
11.	To work with the Head of Service, Service Manager and Team Managers in managing the development of the service ensuring it continues to improve and responds to changing need.
12.	To work with other managers to ensure practice in the service is of the highest standards and that performance information is readily available, analysed and used to inform current and future working practices.
13.	To develop professional expertise in a specialist area and contribute to the development of policy and procedures in certain practice areas and offer training workshops and other learning and development opportunities to the service and others as required.
14.	To ensure that all expenditure on cases is properly authorized and recorded and that cases with financial packages are regularly monitored and reviewed.
15.	To act as duty manager as required by the team management.
16.	To report any concerns about abuse or malpractice by colleagues, in line with the Council's Whistle Blowing Policy.
17.	To ensure that all legislation and local council policies regarding Health and Safety are adhered to.
18.	To undertake any other temporary duties consistent with the basic duties and/or objectives of the post.

Generic Responsibilities	
1.	Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.
2.	Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
3.	Knowledge and experience of using IT.
4.	To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
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<b>Abilities/Experiences</b>	
1. At least three years post qualifying experience in children's services and especially in the areas of safeguarding and child protection	Essential
2. Experience in court work and working with children in care proceedings	Essential
3. Evidence of good quality practice, consistent with notions of authoritative practice	Essential
<b>Qualifications</b>	
4. Recognised Social Work Qualified and HCPC Registered	Essential
5. Evidence of continued professional development.	Desirable
<b>Knowledge/Skills</b>	
6. Good knowledge of all relevant legislation especially 1989 and 2004 Children Acts	Essential
7. Good knowledge of thinking and research into safeguarding practices and policies	Essential
8. Ability to influence and coach others and to raise the standards of other practitioners	Essential
9. Good knowledge of risk management and child development	Essential
10. Ability to support a culture of professional and multi-agency learning and development	Essential
11. Understanding of the Assessment Framework within the context of high quality social work practice.	Essential
12. Good level of IT skills to include Word, Excel, Internet explorer, e-mail and a thorough understanding of the data base system and workflow	Essential
13. Ability to take responsibility for planning own time and workload, balancing competing demands and meeting objectives and deadlines	Essential
14. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies and anti-discriminatory practice.	Essential
15. Presents confidently and clearly both verbally and in writing, with and acknowledgement of the intended audience.	Essential
16. Works collaboratively with other service and external partners to deliver successful outcomes – developing constructive relationships inside and outside of the Haringey	Essential
17. Understanding, knowledge and ability to follow guidelines that ensure compliance to Health and Safety at Work, Data Protection and other statutory requirements as relevant to the post	Essential

## Main Contacts & Other Information

### Main Contacts:

1. Police and Health service partners
2. Senior Practitioners, Practice Managers and Team Managers across the Children's Service.
3. Professionals within Children and Families and across the Children and Young People's Service including schools and other educational provision
4. Professionals across other Council departments, – including OD & HR.  
and other Local Authorities,
5. Voluntary and Third Sector Organisations.

### Other Information:

This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.

## Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
X				
Are the staff based at the same work location?				Yes
Will the post holder be responsible for contract / agency / project staff?				No

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Yes		Use of a computer.	Yes	
Audio typing.	No		Crisis or conflict situations.	No	
Walking more than a mile.	No		Manual handling.	No	
Working alone or in isolation.	No		Working in confined spaces.	No	
Driving a car, van or minibus.	Yes		Preparing or serving food.	No	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	No		Working in awkward positions, e.g. stooping, bending, reaching.	No	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	No		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	No	
Regular and repetitive movements.	No		Working shifts / unsocial hours, nights.	No	
Outdoor work involving uneven surfaces.	No		Standing or sitting for prolonged periods.	No	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	No		Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
N/A
Cash/Financial Resources - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
N/A
Plant/Equipment - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
N/A
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
N/A
Data Systems - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
N/A
Buildings - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability:
N/A