

Hertfordshire County Council

Job Outline



JOB TITLE:	Senior Practitioner
GRADE:	M1
REPORTS TO:	Practice Manager
TEAM:	Specialist Adolescent Service
DEPARTMENT:	Services for Young People, Children's Services

PURPOSE OF THE JOB

To support children and young people in achieving positive outcomes to prevent family breakdown, ensuring only the right young people become looked after. To deliver intensive interventions to young people who are being exploited to reduce risk within a contextual safeguarding framework. The team will work with young people and their families with the following presenting issues:

- Child Sexual and Child Criminal Exploitation
- Homelessness
- Family Breakdown - preventing children becoming Looked After
- Young People Missing from Home
- Young People at risk of radicalisation
- Children becoming Looked After
- Rehabilitating Young People home after a period of being Looked After
- Young People in the Criminal Justice System and at risk of entering the system

To carry out our statutory duties and responsibilities to safeguard and achieve good outcomes for the children and young people of Hertfordshire. As a Senior Practitioner you will take on a consultative role, based on developing skill, experience and expertise. You will use advanced expertise and knowledge to take on management of the most complex cases and to contribute to team development

MAIN AREAS OF RESPONSIBILITY

To undertake structured assessments and provide intensive support to children and young people identified as having additional and highly complex needs and who are deemed extremely vulnerable or high risk.

To deliver intensive interventions as part of an agreed package of support or be a responsible officer for an intensive intervention or court order, ensuring plans are robust and outcome focused and regularly reviewed.

Maintain professional standards of contact with children, young people, parents/carers, families, other professionals and voluntary agencies

To manage a complex case load of young people and families who require social care or youth justice interventions.

To provide reports and carry out other assessments as required

To support the manager in the delivery of adolescent services working in partnership with service users and other professionals to prevent family breakdown.

Welcome and encourage service users' participation and feedback to produce good outcomes for children, young people and families.

To play an active role with colleagues in peer group supervision and role development sessions.

To maintain accurate, comprehensive case management information using specified electronic database and complying with deadlines and statutory standards and requirements.

To manage and be accountable with supervision and support for your own social work practice.

To mentor, coach and support other staff, including taking responsibility for induction programmes and initial training.

To work effectively as part of a multi-agency team, contributing to research and development of the team and lead on specific projects

To represent the Specialist Adolescent Service and deliver the objectives working in partnership with other agencies.

To work flexibly across the County to meet the needs of young people, including evening and weekends as necessary.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

EQUAL OPPORTUNITIES

Hertfordshire County Council is committed to openness and equality of opportunity in every activity, from the way we employ staff to the way we deliver services. It is a central responsibility of members, managers and employees of the County Council to ensure that every individual that we come into contact with is treated with dignity and respect. A copy of the full policy, entitled Putting People First will be given to all staff, and a full briefing on the contents of the policy is included in induction.

DISCLOSURE AND BARRING CHECK

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The County Council expects employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a DBS check or Basic Disclosure. You must ensure that the appropriate form is completed and returned as requested by the Recruitment Team, as this will form a contractual requirement.

If you require an enhanced or standard DBS check, you must sign up to and maintain registration with the DBS Update Service and allow the council to retain a copy of the disclosure certificate within your personal file.

If you fail to disclose any caution, reprimand or conviction which is later identified on your DBS check you may be subject to disciplinary action and the County Council has the right to suspend or dismiss you. In line with the requirements of the Update Service you will be required to maintain your personal information. The council will review your DBS record periodically to identify any changes in circumstances that may be detrimental to your employment.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

HEALTH AND SAFETY

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

PERSON SPECIFICATION

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

- Relevant approved social work degree.
- A professionally qualified, registered social worker adhering to the Social Work England standards of conduct, performance and ethics
- Have an in-depth knowledge of the children, young people, families, carers, groups and partner agencies they are working with
- In depth knowledge of child development and adolescence, social, emotional and mental health needs.
- Knowledge of relevant legislation, policies and local practice relating to children and young people.
- Understanding of multi disciplinary or partnership working and impact on delivery of services to families.
- Demonstrate an awareness of risk factors associated with offending, exploitation, poverty and disadvantage
- Experience of managing high risk and complex young people to prevent family breakdown and achieve reduction of risk.
- Undertake assessments and recommend to the practice manager the appropriate level of intervention and service provision.
- Demonstrate a commitment to apply equal opportunities and anti-discriminatory practice.
- Ability to record information accurately using IT packages and to analyse reports.
- Ability to manage across professional boundaries
- Focused, creative, innovative and committed to supporting the resolution of issues experienced by young people in a timely way
- As a requirement of this role the post holder will need to have a full UK Driving Licence. You will be required to travel to visit clients in their homes and at other venues, and to attend meetings at sites other than own work base.