Social Work Practice Lead

JE Code: JE2306



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| **Values – We are dedicated, respectful, collaborative, we are Milton Keynes City Council** |
| **Service** | Adult Services |
| **Reports to:** | Principal Social Worker  |
| **Job Family** | Care and Welfare  |
| **Grade:** | J |
| **Political restricted:****DBS Required:****If Yes:** | NoYesEnhanced |
| **Date:** | March 2024 |

**Key Deliverables**

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| **1.** | Working across all social work assessment teams within Adult Services (older people, working age adult, safeguarding, mental health and complex needs, hospital and reablement, DoLS), overseeing practice of social care professionals to ensure delivery of safe, responsive, strength-based services. Providing effective leadership, professional challenge and development of practice.  |
| **2.** | Maintaining own knowledge of changes impacting social care both locally and nationally including legal updates and developments in case law and working with social care colleagues to cascade relevant knowledge across teams to embed into practice.  |
| **3.** | Providing additional management and mentoring support for complex cases, including safeguarding and mental capacity cases, ensuring statutory responsibilities are discharged effectively. Supporting and mentoring teams to develop practice and confidence in these areas. |
| **4.** | Ensuring compliance with the Quality Assurance Framework across assessment services, including completion of audits and practice observations, reporting on these to the operational ALT meeting. Analysing the outcomes of practice audits and using them to challenge practice and offer support to managers in developing practice within their areas. |
| **5.** | Overseeing practice and learning outcomes arising from safeguarding adult reviews and local learning reviews to ensure learning is embedded and sustained within practice. |
| **6.** | Leading the development and delivery of the new social care training offer, including the delivery of learning regarding adult safeguarding awareness, safeguarding enquiries and Mental Capacity Act 2005 training. Providing mentoring to front line workers, and facilitation of peer learning forums, action learning sets, group support sessions, and programme of ‘bite sized learning’. |
| **7.** | Analysis of the impact of the training, working with the PSW to continue to evolve the offer in accordance with case law and legislative changes, Equality Diversity and Inclusion (EDI) and forecasting the training needs of the social care work force.  |
| **8.** | Offering a point of contact to higher education institutes to liaise on the onboarding of AMHP and PE students.  |
| **9.** | Championing best social work practice and leading on the development of mechanisms to celebrate our achievements. |
| **10.** | Assisting the PSW with preparing the workforce for CQC assurance.  |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs*

**Essential Requirements (key skills & qualifications)**

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| **1.** | Professional social work qualification (e.g. Degree, DipSW, CQSW or CSS as relevant). |
| **2.** | Registered Social Worker with Social Work England and extensive evidence of CPD, with sound knowledge of the qualification and competency frameworks of social work professionals. |
| **3.** | Sound and demonstrable knowledge of MHA, Care Act, Mental Health Act and Autism Act, with wide experience of adult safeguarding practice, legislation.  |
| **4.** | Excellent analytical skills, ability to interpret data and devise action plans based on results, and ability to influence and mentor others. |
| **5.** | Experience of mentoring or practice educator roles, with demonstrable insight of challenges of practice development across adult services. |

**Desirable Requirements**

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| **1.** | Approved Mental Health Professional and/or Practice Educator qualification. |



Job Family

Care & Welfare

Grade J

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| **Colleagues Expectations*** Be professional at all times
* Work together for the good of the team, council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Managers expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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# Care and Welfare family jobs have as their primary responsibility, the vulnerable members of our community who depend upon the Council for direct advice, guidance and practical assistance. They may personally carry out caring related tasks, or manage those that do, but it is personal interactions with those in our care that are at the centre of these roles.

This element of the profile, taken from the job family descriptor for this grade, provides a general understanding of the level of work and demands required.

**Role Characteristics**

At this level roles are team managers whose deep knowledge of their Social Work or Public Health specialism sees them dealing with a combination of highly complex strategic and operational issues. Expected to deliver innovation and service development, these roles make an important contribution to shaping the Council’s response to the demands made upon it related to the care and welfare of vulnerable members of our community.

**The Knowledge and skills required**

The expertise that underpins job holders’ decisions and authoritative recommendations is grounded in either an advanced level of theoretical understanding of a very wide range of social work issues and/or associated disciplines, or an equivalent level of very lengthy practitioner level experience.

Roles may require specific qualifications in order to comply with the legislative and regulatory requirements of their job.

Roles at this level will engage with others in assisting with physical tasks requiring some modest manual dexterity. Computer use is also a day to day feature of these roles.

**Thinking, Planning and Communication**

Problems at this level will include fast-paced operational decision making where juggling resource priorities, client needs, and procedural or regulatory limitations will combine to add considerable complexity to the process. But in addition to this, job holders must take a long-term view of their team’s targets and performance and will be expected to drive improvement through innovation and policy development.

Job holders will have highly developed communication skills usually developed in the social work/public health arena at practitioner level. Job holders will need to influence others at a corporate level in order to achieve team aims.

They will also be regularly dealing with complex and contentious information which will require potentially difficult interactions both inside the Council and with external partner organisations and other stakeholders.

**Decision Making and Innovation**

Roles are constrained only by very high-level management oversight. Job holders are expected to shape their team’s operational priorities and methods in line not only with Council policy guidelines but according to national standards. Job holders will require discretion and initiative over a broad area of social work/public health activity.

**Areas of responsibility**

Job holders will have a major responsibility for assessing the complex needs of large groups of vulnerable individuals and shaping the Council’s response to these needs, devising entire programmes of care and welfare. Their decisions and actions will impact directly on individuals and groups and have potentially long-term consequences.

Job holders will generally have formal management responsibility within their team or centre. Those at this level who do not have this responsibility will be social work professionals, whose specialist qualifications offset this slightly reduced demand.

Job holders will have discretionary budget responsibility and may also contribute to budget setting by assessing financial need in relation to delivery of team aims.

Job holders will create and maintain work records, both written and electronic. There will, in addition, be sole or shared responsibility for the safe use and basic maintenance of a range of equipment, premises and/or vehicles.

**Impacts and Demands**

The requirement for greater than normal physical effort is modest, although there will always be a need for limited standing, walking and the lifting/carrying of equipment and other items. Awareness of the actions of children, vulnerable adults and others will call for long periods of sensory attention, while tasks such as report writing and attending case meetings will call for lengthy periods of concentrated mental attention.

Given the range of case work involved, job holders will also experience high level pressures of deadlines and conflicting demands. Job holders are required to develop and maintain client relationships which may need them to exert greater than normal emotional resilience, with particularly challenging service users.

Working directly with vulnerable service users will result in some exposure to disagreeable, unpleasant or hazardous environmental working conditions. This may extend to dealing with odours, intimate care and bodily fluids, and will also see job holders exposed to unpleasant or even threatening people related behaviour from time to time.