

Job profile Information: *Senior Practitioner Children and Young People Disability Service (CYPDS 0-25 years)*

This supplementary information for *Social Worker (CYPDS 0-25 years)* is for guidance and must be used in conjunction with the Job Capsule for Job Family Adult Social Care, Level 4 Zone 2

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

- To taking a leading role and contribute to the development and support of a comprehensive service for children and young people with severe to profound disabilities and complex health needs ranging in age from birth to 25 years.
- To provide professional leadership within the service and facilitate collaboration within a multi-agency context as appropriate.
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.
- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities.
- To ensure services are provided to the appropriate cohort of children, young people and young adults and that thresholds for services are implemented equitably

Example outcomes or objectives that this role will deliver:

- To provide guidance, support and direction to colleagues within the service to ensure the maintenance and development of appropriate skills and standards.
- Excellent working knowledge of the legislative frameworks relating to children and young adults, including recent legislative reforms and how this translates to working practice and positive outcomes for children and young people with disabilities.
- Ability to undertake and enable others to make appropriate assessments, plan interventions, review and evaluate outcomes, as well as the ability to develop a working knowledge of commissioning and resources within budget restraints.
- To ensure staff are aware and able to implement of departmental policies and procedures relating to children and young adults with disabilities, including child protection, Child in Need, Looked After Children, Transitions Planning, Short Breaks and Leaving Care procedures informing practice.
- Demonstrable understanding of the issues faced by/needs of disadvantaged families with children and the particular difficulties faced by children and young people with complex disabilities, and or mental health difficulties.
- To be responsible for regularly monitoring all records kept by the service to ensure compliance with the service's policies, to identify any concerns about specific incidents and to identify patterns and trends and ensure immediate action is taken to address issues raised by this monitoring.
- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for children and young people using the broad categories of services and resources available to children and families to meet identified needs.
- To establish a network of internal and external colleagues from whom to seek advice and expertise.
- Plays a leading role in practice development in the team and help sustain a learning culture.

- To provide professional support and supervision to designated social workers, both individually as well as group supervisions, taking into account systemic ways of working.
- At all times ensuring that services offered by the team meets the needs of the multi racial and multi cultural community in Camden.
- To be aware, understand and make use of research and developments to the work of the Children and Young People Disability Service.

People Management Responsibilities:

- To undertake duties on behalf of the team manager as required by the needs of the service.
- To undertake duty Senior Practitioner tasks on a rota basis through the service duty hub system.
- To support and empower others to develop their confidence and skills to provide professional opinion.
- To address and oversee performance management issues that arise, supporting people to positively resolve difficulties where possible, taking action with HR/the regulator if appropriate.
- To apply the requirements of the Standards for Employers of Social Workers
- To allocate, monitor and supervise the work of a care management/social work team using any agreed workload management systems.

- To ensure that all records required by the Department are kept up to date, including monitoring of attendance and sickness records and to evoke Departmental procedures where necessary.
- To contribute to the identification, planning and meeting of staff development needs informed by the Professional Capabilities Framework (PCF).
- To promote positive approaches to diversity and identity, providing guidance and challenge with particular reference to children and young people with Complex Needs and Disabilities

Relationships:

- To model the appropriate use of authority across a range of situations, supporting others to understand and work with the authority inherent in their positions, including when working within multi-disciplinary teams
- To develop and maintain effective working relationships with internal and external partners including statutory, voluntary and independent agencies.
- To model effective engagement with a wide range of children young people and their families in challenging situations, and support others to develop and maintain effective engagement, including situations of hostility and risk
- To promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.
- To keep up to date with professional developments and debates, especially in regard to the specialist group worked with.
- To engage with children, young people and their families from a co-productive position which will inform practice and service delivery design.

- To work in a flexible manner, undertaking such duties as may be required according to the needs of the service as directed by the appropriate principal officer or senior manager.

Work Environment:

- This is an agile working office base position,(including being based at a Health Centre)

Technical Knowledge and Experience:

- Diploma in social work in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of children and adult social service department.
- Three years post qualification experience of working in a Children and Families or Adults Division, including experience of supervising or supporting others.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to children with disabilities including the Children and Families Act (2014) or a sound working knowledge of legislative frameworks relating to young adults, including the Care Act (2014) and Mental Capacity Act (2005).
- Experience of giving supervision, an ability to evidence the assessment and motivation of staff, identifying training needs.
- To demonstrate knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, the issues faced by/needs of disadvantaged families with children.
- Experience of undertaking complex assessments of a child's needs and/or risk; of designing and implementing care/protection plan and completing court work; of monitoring and reviewing such plans over a period of time.

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>