

Job Profile Information: *Senior Practitioner Looked After Children Team*

This supplementary information for Senior Practitioner Looked After Children Team is for guidance and must be used in conjunction with the Job Capsule for Social Care at Job 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.

The Camden's Children Looked After Children's Service provides support for children who are not able to remain within the care of their birth parents. The team is part of an integrated service comprising, a virtual School, a specialist health team, targeted CAMHS provision, Resources Team, Adoption and Permanence Team and Fostering Team.

In this role you will have the opportunity to work with a variety of Looked After Children, including managing cases that are entering or already in Care Proceedings, working with Unaccompanied and Asylum Seeking Minors, and professionals of every discipline. The role demands close collaboration and good working relationships across the integrated service and CIN teams, Duty and Assessment, and Care Leavers Team to deliver an integrated approach to child care planning.

Role Purpose:

- To oversee a busy and dynamic Team working to achieve the best outcomes for all Looked After Children.
- To take a leading role in the Department's provision of a comprehensive service available to Looked After Children.
- 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 all areas of responsibility.

Example outcomes or objectives that this role will deliver:

- To work as a part of the Looked After Children's Team to develop, manage and co-ordinate comprehensive, dynamic and robust care plans that meet the needs of looked after children and young people.
- To oversee and/or undertake assessments, reports and any other written work associated with looked after children.
- To play 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 in the team.
- To carrying out responsibilities and duties with due regard to legislation and to the Council's child care policies and within the framework of an integrated range of services for children and their families.
- To ensure that services offered by the team meets the needs of the multi-racial and multi-cultural community in Camden.
- To contribute in the development of appropriate quality assurance systems for looked after children's social work.
- To participate in the development and updating of policy, practice and procedures as relevant to the post.
- To work across a number and services and disciplines in an effective and professional manner
- Establishes a network of internal and external colleagues from whom to seek advice and expertise
- Engage positively with and contribute to organisational development.

People Management Responsibilities:

- To line manage three to four social workers in the Looked after Children's Team.
- To undertake duties on behalf of the team manager as required by the needs of the service

Relationships:

You will liaise and build robust work relationships to ensure clients receive the best service that we provide. These include;

- Service providers /Commissioners
- Regulatory bodies
- Health partners/ MOSAIC/Camden Learning Disabilities Service
- Adult Social care
- SEND services

Work Environment:

- Camden has a strong flexible working ethos and you will be able to negotiate working from the office, different Camden office sites and/or from home.
- The Senior Practitioner will also be expected to work directly with social workers or undertake work to either complete assessments or provide learning support to social workers.
- *Main Base Crowndale Centre, 218 - 220 Eversholt Street, London NW1 1BD and the expectation is to work across sites in Camden*

Technical Knowledge and Experience:

- You will need a relevant Social Work Qualification and be HCPC registered
- Three years post qualification experience of working in a Children and Families Division including experience in a Looked After Children's Service.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989, as well as legislation related to safeguarding children and care leavers
- To demonstrate skills in dealing with complex issues associated with Looked After Children
- Experience of undertaking complex assessment, particularly Child and Family Assessments, Court Statements, Child's Permanence Reports.
- Proven experience of staff management, training, service practice development
- Experience of giving supervision or an ability to evidence supporting and motivating staff including identifying training needs
- Experience of working closely in partnership with internal and external stakeholders and across agencies to deliver successful outcomes
- Strong written and verbal communication skills
- Experience of safeguarding, care proceedings and court work
- Ability to lead, motivate staff and drive performance within a Team Management and Supervisory experience in social work
- Good IT skills in recording and maintaining data and record information system
- Experience of designing, implementing, monitoring and reviewing care/protection 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 by clicking [HERE](#)