

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 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 and Care Leavers, 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 and care leavers.
- To take a leading role in the Department's provision of a comprehensive service available to Looked After Children and care leavers.
- 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 and care leavers.
- 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.

People Management Responsibilities:

- To line manage three to four social workers and personal advisors in the Looked after Children and care leavers service.
- To undertake duties on behalf of the team manager as required by the needs of the service

Relationships:

- 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.

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 and personal advisors or undertake work to either complete assessments or provide learning support to social workers.

Technical Knowledge and Experience:

- Diploma in social work in social work or equivalent qualification; HCPC registration.
- Experience of working in a Children and Families Division including experience working with looked after children.
- 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.
- Experience of giving supervision or an ability to evidence supporting and motivating staff including identifying training needs.

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