

## Post Specification

<b>Date</b>	<b>May 2024</b>
<b>PG Number</b>	<b>8238</b>
<b>Post Title</b>	<b>Practice Improvement Lead – Social Work Academy</b>
<b>Job Family</b>	<b>People Care and Development</b>
<b>Job Family Role Profile</b>	<b>PCD14</b>
<b>Final Grade</b>	<b>15</b>

To be read in conjunction with the job family role profile

<b>Service Area description</b>
Children and Families Service
<b>Purpose of this post</b>
<p>To support the Service Improvement Team, working closely with the Service Improvement Leads to respond to key focus areas of practice.</p> <p>Developing, promoting and supporting best practice social work standards across the service area.</p> <p>Creating new and better ways for the organisation to be successful, working effectively with teams and services to embed changes and developing a network of champions to embed our approach across the organisation</p> <p>To advise on developing and implementing learning and development programmes for social work individuals, groups and innovative approaches.</p> <p>Assist with the development of new models of delivery in order to ensure that the Council's professional learning and development programme area fulfils the requirements of national best practice.</p> <p>Assisting with the performance of individuals/teams, including practice and data, working with team managers to develop and maintain a culture of performance management.</p>
<b>Key job specific accountabilities</b>
<p>Support the Service Improvement Team to build our Children's Academy Approach –</p> <ul style="list-style-type: none"> <li>– Embed our New Children's Academy Approach years 1-5</li> <li>– Support our ASYE Cohort and their Assessors and Practice Educators to support ASYE's &amp; Students throughout their placement.</li> <li>– To provide mentoring, consultation, coaching and support to the social care team, and focussing on supporting ASYE staff.</li> <li>– Assist with the development of professional learning and development programmes for the wider workforce by leading on the workforce's yearly training plan and development days.</li> <li>– organises and co-ordinates the Trauma Informed Champions network.</li> <li>– Develop and embed the quality assurance of social work professional development programmes and Practice Educators both internally and externally.</li> <li>– Lead on the process of securing validation of the ASYE Programme by the regulatory authority.</li> <li>– Develop an offer for ASYE training/development in line with Social Worker England CPD requirements.</li> <li>– Lead and deliver induction programme for all new starters.</li> <li>– Oversee and chair ASYE panels and PE panels.</li> <li>– Leads on the Social Work Degree Apprenticeship Programme.</li> </ul>

- Create and sustain strong links with local Universities by attending careers days & lectures, to support with recruitment and increasing Westmorland and Furness Council's profile in the social care sector.
- Deliver Group Supervision to staff groups in particular ASYE staff cohort.

**Please note annual targets will be discussed during the appraisal process**

**Key facts and figures of the post**

<b>Budget Responsibilities</b>	<ul style="list-style-type: none"> <li>• Accept budget and finance responsibilities to ensure services work within agreed budget and within corporate policy guidelines and practice.</li> </ul>
<b>Staff Management Responsibilities</b>	<ul style="list-style-type: none"> <li>• Provide supervision/coaching to Practice Educators/ASYE Assessors who will be based in various teams across the service.</li> <li>• Participate in ASYE panels to assess performance against KSS and PCF.</li> <li>• Provide supervision, mentoring, advise, and support to ASYE's.</li> </ul>
<b>Other</b>	

**Essential Criteria - Qualifications, knowledge, experience and expertise**

**1. Qualifications/Training**

- Social Work England Registration
- Social Work Degree CQSW/CSS/DipSW
- Evidence of continuing professional development in social care/social work post qualification

**2. Relevant Experience**

- Experience in work with children and families, pre/post or during qualification
- Experience in Support and Protection/Cared for

**3. Knowledge**

- Knowledge of Assessment and Case Management Processes
- Knowledge of relevant legislation
- Knowledge of Children's Services assessment tools
- Knowledge of ASYE/PE process

**4. Skills/Ability**

- Ability to provide coaching and mentoring experiences for all individuals with a range of skills and experience across the workforce.
- Ability to work as part of multi-disciplinary team with internal and external colleagues – sharing and co-ordinating resources.
- Ability to plan work and meet deadlines
- Ability to produce clear written reports
- Work directly with vulnerable children
- Liaise with external and internal partners on day-to-day service issues
- Clear and concise verbal skills with children and adults
- Ability to assess and manage some risk effectively

**5. Personal Skills**

- Ambitious and motivated to improve practice
- Professional integrity, reliability and consistency
- Explicit use of social work values e.g. ability to work in a non-discriminatory manner, respecting individual's rights and choices
- Ability to work under pressure and manage emotional stress effectively

**6. Special Circumstances/ Other**

- Ability to undertake extensive travelling in the designated area
- Enhanced DBS Clearance
- Flexible working hours

**Disclosure and Barring Service – DBS Checks**

- This post requires a DBS check.
- The level of check required is:
  - DBS Enhanced - Children & Adults

**Job working circumstances**

<b>Emotional Demands</b>	<ul style="list-style-type: none"><li>• Working with service areas with high emotional demands</li></ul>
<b>Physical Demands</b>	<ul style="list-style-type: none"><li>• Normal</li></ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"><li>• Travel across Westmorland and Furness footprint.</li></ul>
<b>Other Factors</b>	