

Post Specification

Date	August 2024
PG Number	8309
Post Title	Practice Improvement Lead
Job Family	People Care and Development
Job Family Role Profile	PCD14
Final Grade	Grade 15 (with JWC's)

To be read in conjunction with the job family role profile

Service Area description
Children and Families Service
Purpose of this post
<p>To support the Service Improvement Team, working closely with the Service Improvement Leads to respond to key focus areas of practice.</p> <p>Work with partner agencies to create a culture where everyone is ambitious to be the best 'parent' for children in care and care leavers, asking themselves whether the services and support provided for children in care and care leavers would be good enough for their own child.</p> <p>Undertake sufficiency planning and work with other local authorities and partners to jointly invest in care options that meet the future needs of children.</p> <p>Support the building of strong relationships with local health services so that children in care and care leavers can access the physical and mental health support they need.</p> <p>Support our care experienced young people to live in safe, suitable accommodation, with a wide range of accommodation options available to young people and appropriate levels of support that meet care leavers' individual needs.</p> <p>Establish and maintain strong relationships with health services so care experienced young people can access help when they need it. Use resources and tools available to tackle disparities in the physical and mental-health outcomes of our care experienced young people.</p> <p>Be ambitious changes to increase the number of our care experienced young people in further education, higher education and apprenticeships. Working with local partners to remove barriers to these opportunities, creating and improving access to education, employment, and training, including within the local authority,</p> <p>Recognise the needs of care experienced young people who are former unaccompanied asylum-seeking children. Support the commissioning of services to best meet their needs, reflecting their immigration status and potential future pathway.</p>
Key job specific accountabilities
<ul style="list-style-type: none"> • Support the Service Improvement Team to review our resource and provision and drive change and progress for children, young people and young adults to ensure they have the right placement at the right time. • Use research to design services that are ambitious for the best possible outcomes of

children, young people, and families.

- Using the voice of those with lived experience, support the development of our Care Experienced Offer, ensuring a useable digital presence for our cared experienced young people. Collaborating with the workforce to help influence a shift in culture and practice.
- Assist in the creation of a Care Leavers Hub to enable our Care Experienced young people to have wrap around multi agency support should they require it.
- Expand, reconfigure, and review our internal provision and resources to ensure we are maximising our resources. Review the findings and provide guidance on the next steps.
- Contribute to the development of provision in the county to keep children at home, get children home or at the very least keep children local.
- Liaise with other Local Authorities who have embedded these approaches, to learn from what works and provide advice around our approach.
- Support the development of cared for provision within the county and promote positive engagement with the external market.
- Oversees scrutiny panels to provide oversight and scrutinise care plans, to ensure our cared for children are in the right place at the right time
- Utilise both quantitative and qualitative performance data to improve and drive good practice forward in the service. Use the data to provide an evidence base in reviews and share the learning with other managers and the wider workforce.
- To provide mentoring, consultation, coaching and support to the social care team, with a specific focus on our staff working with our cared for and care experienced young people to influence practice in this service area and work on the recommendations from Ofsted.
- 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.
- A Champion in our Practice Model and able to provide training to new starters and ASYEs re Signs of Safety and Trauma Informed.
- Sit on ASYE panel and provide recommendations as to whether the NQSW has met the required KSS and PCF to pass their ASYE.
- Become a Stage 2 Practice Educator in order to take this role should it be required within the service alongside their lead responsibilities.
- Deliver Group Supervision across the service to influence the practice of the workforce.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • Accept budget and finance responsibilities to ensure services work within agreed budget and within corporate policy guidelines and practice.
Staff Management Responsibilities	<ul style="list-style-type: none"> • Provide supervision, mentoring, advice, and support to social workers in the absence of the Team Manager. • Able to deputise for Team Managers, proficient in chairing strategy meetings, signing off SW reports/ assessments to support with the overall quality assurance of work.
Other	<ul style="list-style-type: none"> • None

Essential Criteria - Qualifications, knowledge, experience and expertise

Qualifications/Training

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

Relevant Experience

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

Knowledge

- Knowledge of Assessment and Case Management Processes
- Knowledge of relevant legislation

- Knowledge of Children’s Services assessment tools

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

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

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

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

Other Factors