



# RUTLAND COUNTY COUNCIL

## JOB DESCRIPTION

**Position Title:** Advanced Social Worker Practitioner

**Grade:** PO2

**Directorate:** People Directorate

**Department:** Children's Social Care

**Responsible to:** Team Manager – Protection and Permanency Team.

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### **Purpose of the Job:**

Support the development of the team, with specific responsibilities for dealing with more complex cases, including assessment and appropriate management of risks of all children where there are safeguarding concerns.

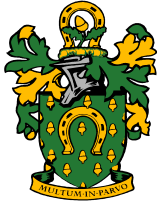
Support and assist with the development of the service to ensure the service continues to go from strength to strength. Ensure that policies and practices are implemented and that all planning and review activity is carried out effectively.

Work with individuals, families, carer's and communities to help them make informed decisions, enabling them to clarify and express their needs, and contribute to service planning.

Hold complex cases and ensure children are safeguarded as well as being a practice role model for other social workers.

### **Main Responsibilities:**

1. To be responsible for and hold a number of complex cases and ensure children are safeguarded as well as promoting and role modelling good social work practice.
2. To provide specialist advice to other social workers in relation to complex cases and practice issues, including offering supervision to Social Workers and administration staff.
3. To ensure that the needs of the vulnerable children are met and co-ordinate professional involvement to support their needs, and that of their parents/carers.
4. To support and supervise students, trainees, less experienced team members, support staff and volunteers.



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5. To assist in the professional development of staff in the Team, through workshops, group supervision and practice improvement processes.
6. To provide consultancy advice and support to colleagues within the adult and children services and other agencies, in respect of complex cases and practice issues. Develop, promote and ensure excellent standards of practice and service provision to children and their families.
7. To assist in case management, data and performance monitoring, and embedding quality assurance. Ensure that all appropriate planning and review activity is carried out effectively.
8. To lead on and role model exceptional social work values and practice, supporting the development of others within the service.
9. To maintain and update case notes and other records, write reports as required, and give evidence in court in relation to care or other proceedings as necessary.
10. To attend and contribute, as a representative of RCC, within multiagency meetings across LLR.
11. To liaise with colleagues in own and other departments and external agencies in order to gather information relevant to assessment and care planning activities. Promote and support positive relationships and partnerships with key agencies.
12. To undertake ongoing post-qualifying training and to develop local practice initiatives that demonstrates the post holder's continuous professional development, and application of updated research.
13. To ensure that an ethnically sensitive and anti-discriminatory service is provided, and that equal opportunities, health and safety policies and procedures are fully integrated into the working of the Team.
14. To remain fully informed of any new or amended Government legislation.
15. To act in accordance with the principles set out in the Employee Code of Conduct and the Council's Values, recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.
16. Take reasonable care for your health and safety and that of other persons who may be affected by the performance of your duties. Where appropriate you will safeguard the health and safety of all persons and premises under your control and guidance in accordance with the provisions of Health and Safety legislation and Rutland County Council's and Directorate codes of practice and procedures. You will exercise proper care in handling, operating and



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safeguarding any equipment, vehicle or appliance provided, used or issued by the Council or provided or issued by a third party for individual or collective use in the performance of your duties.

17. This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general areas of responsibility and grade of the post. Any changes which are of a permanent nature will, following consultation with you, be included in the job description in specific terms and will be formally issued to you.

### **Behaviours and outcomes:**

Work collaboratively across LLR to ensure a joined up, consistent service that adds value to the children and families we work with.

Be ambitious for children and their families and champion best practice in children's services to achieve the best outcomes.

To be a role model for the One Council ethos and values.

Respond to pressure and change – flexible and adaptable to sustain performance.

Build and manage relationships, share knowledge and skills to deliver shared goals.

Actively support new initiatives and try different ways of doing things.

### **Dimensions:**



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### JOB REQUIREMENTS

#### QUALIFICATIONS/TRAINING/EDUCATION

Essential	Method of Assessment *
DIPSW/BASW/CQSW	A/D
Continued Professional Development	A/D
Registration with Social Work England (SWE)	A/D

Desirable	Method of Assessment *
PQ award Management Qualification.	A/D
Practice educator 1 and 2 Qualification.	A/D

#### EXPERIENCE/KNOWLEDGE

Essential	Method of Assessment *
Extensive post-qualifying experience within Children's Social Care	A/I
Recent experience of managing full and varied caseload	A/I
Current and sound understanding of the assessment and analysis of risk	A/I/T
Experience and training in leadership and management, including supervision	A/I/T
Knowledge and understanding of childcare legislation	A/I/T
Recent Experience of working with Children After Looked	A/I
Experience of multi-agency working	A/I
Recent experience of carrying out s.47 investigations	A/I



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Desirable	Method of Assessment *
Experience of working a duty system and in a variety of settings.	A/I

### **SKILLS**

Essential	Method of Assessment *
IT literate	A
Good communication skills and liaison across teams	A/I
Ability to set and work to clear objectives and to prioritise workload	A/I
Being enthusiastic and a good team player	A/I
Sound value base and passion within the field in which you working	A/I/T
Managing conflict and maintaining professional relationships	A/I
Advocacy skills	A/I

### **EQUALITY AND DIVERSITY**

Essential	Method of Assessment *
Able to recognise discrimination and be proactive in ensuring the Council's policy is put into practice.	A/I

### **OTHER**

Essential	Method of Assessment *
Flexible in working patterns to fulfil commitments of the role and team.	A
Willingness and ability to visit other sites as and when required.	A
Full Driving Licence	D



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\* A = Application Form    D = Documentary evidence    I = Interview    T = Test

### STRUCTURE

To be confirmed

**NOTE:** These requirements must be reviewed each time this post becomes vacant. The reviewing manager must sign below. If changed, please submit both the original job description and amended job description to the Human Resources Department.

DATE	CHANGE - YES/NO	PREPARED BY (Name & Position Title)
Feb 2025	Updated job description	Ruth Price, Team Manager, PAPs team.