

# **CROYDON COUNCIL**

## **ROLE PROFILE AND PERSON SPECIFICATION**

**DIRECTORATE:** Children Young People and Education

**DIVISION:** Childrens Social Care

**JOB TITLE:** **Children's Consultant Practitioner**

## ROLE PROFILE

<b>Job Title:</b>	Children's Consultant Practitioner
<b>Directorate:</b>	Children Young People and Education
<b>Division:</b>	Childrens Social Care
<b>Grade:</b>	Grade 15
<b>Hours (per week):</b>	36
<b>Reports to:</b>	Team Manager
<b>Responsible for:</b>	<p>The Consultant Practitioner role does not directly line manage any staff. However, in parts of the practice system it is responsible for the leadership of specialist areas of practice; standards of practice of those areas; and the provision of reflective supervision for social work staff contributing to their practice development through a range of means.</p> <p>The role will vary in specialism across the practice system (i.e., based within Care Proceedings the focus might be on court work; within Young Croydon the focus might be child exploitation) although the post holders would be required to have a high level of skills in all areas of practice.</p> <p>The Consultant Practitioner would be responsible for supporting practice development via leadership of elements of casework, individual and group coaching, reflective supervision' quality assurance and workshops in the specific area of expertise.</p>
<b>Role Purpose and Role Dimensions:</b>	<p>The post holder would be required to directly support the delivery, and contribute to the delivery of, positive safety and well-being outcomes for children in need and their families, including those in need of protection and those looked after.</p> <p>These outcomes are delivered by:</p> <p>Developing the practice skills and efficacy of social workers through expert reflective supervision, coaching and joint working – individually and in groups.</p> <p>Driving and continually developing the implementation into</p>

practice of Systemic Practice and other theoretical frameworks and practice methodologies.

In parts of the practice system holding a small caseload of high complexity / high risk cases

#### **Commitment to Diversity:**

The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

#### **Key External Contacts:**

Local, regional and national government bodies, agencies and NGOs; Ofsted, HMIP; professional bodies; other local authorities; partner organisations; statutory bodies; members of the public and community groups; trade unions, South London and Maudsley Mental Health Trust, primary care, community and acute health services, borough police, Police Child Abuse Investigation Team, service providers in the private, voluntary and community sectors, Adult mental health and substance misuse services, Domestic violence services, Engagement with children, families and adults will be a key element

#### **Key Internal Contacts:**

Other teams and colleagues across the whole council; Other sections of Early Help and Children's Social Care, other Children, Young People & Education Divisions, Adults Social Care and Health, Housing Services, Legal Services; CROYDON Safeguarding Children Partnership board support

#### **Financial Dimensions:**

Consultant Practitioners will make recommendations that have resource implications, some of which can be significant e.g., placement costs, external assessments.

#### **Key Areas for Decision Making:**

The role is responsible for:

- reaching evidence-based professional judgments, recommendations and plans in situations of need and risk.
- making professional decisions that impact on the safety and well-being of children and young people.
- making decisions that ensure compliance with statutory requirements and Croydon practice standards in respect of the protection and well-being of children in need and looked after children.

- making professional judgments on the quality of social work practice and the practice development plans required for social workers, individually and as a team.
- Ensuring practice standards are consistently met in the specialist area of practice
- Developing and maintaining effective partnerships with key agencies to deliver multi-agency input for families

**Other Considerations:**

The post holder may, from time to time, be required to work outside of regular office hours including weekends and evenings to attend meetings, work with families when they are available and community events.

The postholder is required to observe and fulfil the seven principles of public life (also known as the Nolan Principles).

**Is a satisfactory disclosure and barring check required?**  
[\(click here for guidance on DBS\)](#)

Enhanced DBS and childrens and adults barred list

**What level of check is required?**

**Is the post politically restricted**  
[\(Click here for guidance on political restriction\)](#)

No

**Is the post exempt from the Rehabilitation of Offenders Act (ROA) 1974**  
[\(Click here for guidance on ROA \)](#)

Yes

**Key Accountabilities and Result Areas:**

**Raise Practice Standards in working with children and families**

**Key Elements:**

This will involve:  
 To directly deliver, and contribute

to the delivery of, positive safety and well-being outcomes for children in need and their families, including those in need of protection and those looked after.

Developing the practice skills and efficacy of social workers through expert reflective supervision, coaching and joint working – individually and in groups.

Driving and continually developing the implementation into practice of Systemic Family Therapy and other theoretical frameworks and practice methodologies.

Managing a caseload of high complexity / high risk

Engagement and relationship building / maintaining

Analytical and continuous assessment

Making professional judgments and recommendations based on assessment and review

Development, co-ordination, implementation, and review of evidence-based plans

The co-ordination of multi-professional / agency input to assessment, planning and help.

The application of theory and theoretical frameworks to all aspects of practice.

Communication and presentation of professional analysis, judgments and plans verbally and in writing in a range of settings

## Outcomes framework and culture

This will involve:

To achieve – or contribute to the achievement of measurable improvements in the well-being and safety of children and families.

These positive outcomes are to be achieved by the direct help provided by the Consultant Practitioner applying evidence-based methods and by the engagement / co-ordination by the Practitioner of other evidence-based services and professional input which match the child / family need.

To ensure all assessments and plans are framed and reviewed in terms of the desired outcomes for the child and family.

Working with the Team Manager to deepen social workers' understanding of "outcomes" thinking and practice so that it is evidenced in social work assessments, planning and review and results in real improvements in children's safety and well-being.

Working with Social Worker/Practitioners to develop practice across the practice system

### **Quality assurance and service development.**

This will involve:

To contribute to quality assurance of specialist areas of practice as identified contributing to the overall quality assurance framework.

To maintain records that inform the quality assurance framework e.g. quantitative, qualitative and outcome information for the children and families; the views and experiences of children and families.

To adapt personal practice in response to the findings from the quality assurance framework.

To quality assure the work of social workers in conjunction with the Team Manager.

To contribute to research and quality assurance activities in accordance with the service's quality assurance framework.

## Confidentiality

- Treating all information acquired through employment, both formally and informally, in confidence. There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

## Data Protection

- Being aware of the council's legal obligations under the Data Protection Act 2018 (the "2018 Act") and the EU General Data Protection Regulation ("GDPR") for the security, accuracy and relevance of personal data held, ensuring that all administrative and financial processes also comply.
- Maintaining customer records and archive systems in accordance with directorate procedures and policies as well as statutory requirements.
- Treating all information acquired through employment, both formally and informally, in accordance with the **Workforce Data Protection Policy**.
- There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

## Contribute as an effective and collaborative team member

This will involve:

- Participating in training to demonstrate competence.
- Undertaking training as required for the role.
- Participating in the development, implementation, and monitoring of service plans.
- Championing the professional integrity of the service.

## Equalities and Diversity

- The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

## Health and Safety

- Being responsible for own Health & Safety, as well as that of colleagues, service users and the public.
- Employees should co-operate with management, follow established systems of work, use protective equipment and report defects and hazards to management.
- Managers should carry out, monitor and review risk assessments, providing robust induction and training packages for new and transferring staff, to ensure they receive relevant H&S training, including refresher training, report all accidents in a timely manner on council accident forms, ensure H&S is a standing item in team meetings, liaise with trade union safety representatives about local safety matters and induct and monitor any visiting contractors etc, as appropriate.

# Person Specification

**Job Title:** Children's Consultant Practitioner

## Essential knowledge/Qualification :

- Qualified Social Worker registered with Social Work England
- Substantial experience in statutory social work practice with evidenced expertise in the area of focus for the Consultant Practitioner role.
- Foundation level systemic practice qualification (desirable)
- Practice Educator or Practice Teacher qualification (desirable)
- Advanced training in evidenced based approaches to assessment & intervention.
- Experience of delivering evidenced based interventions with children and families improving outcomes.
- Knowledge of national policy and developments regarding children's social care, and policy areas that impact on children's social care.
- Knowledge of relevant legislation, statutory guidance, standards, and procedures.
- Knowledge of relevant theoretical frameworks, practice models, research findings and psychological / human development theory.
- Knowledge of "outcomes" concepts, how people learn and methods for developing practice skills.

## Essential skills and abilities:

- Ability to engage, develop and sustain effective professional relationships with children and families in the context of statutory social work.
- Be able to engage and develop effective professional relationships with other professionals and organisations for the benefit of individual children and families in assessment, care planning and delivery
- To assess the needs of children, adults, and families holistically and analytically, in high risk and high complexity cases, applying the Assessment Framework and other relevant frameworks and tools.
- To make sound professional judgments (in cases of high risk / complexity).
- To develop, implement and review evidence-based multi-agency care plans which focus on and successfully deliver safety and well-being outcomes for children.
- To undertake direct work with children and families, using evidence-based models of help, that achieves concrete outcomes.
- To apply effectively into practice theoretical frameworks and evidence-based models of practice, research evidence and relevant theory.
- To communicate to a high standard verbally and in writing,

and to produce and present high quality reports.

- To comply in practice with statutory requirements and guidance, and local procedures and standards.
- Able to maintain records that evidence our engagement with children and families, informs the quality assurance framework e.g., quantitative, qualitative and outcome information for the children and families, the views and experiences of children and families
- Able to contribute to quality assurance exercises and activity as part of the service's quality assurance framework.
- Able to hold accountability for practice with children and families and its impact on the lives of Croydon's children
- Able to demonstrate professional and personal integrity and resilience through a problem-solving and constructive approach
- Able to use and apply data and management information to achieve continuous service improvement
- Excellent verbal and written communication skills
- Able to build influential and productive relationships within the service and with partners.
- Able to be analytical, view complex issues with clarity and make management decisions that are objective, impartial and evidence based.
- Able to support, manage and motivate others through difficult and sensitive issues
- Able to work autonomously and be able to make evidenced-based decisions which effectively manage risks to children
- Computer literacy skills necessary to work with information management systems and produce good quality data in a variety of formats.

**Essential experience:**

- Working in a statutory setting with children and making professional judgments in high risk / high complexity cases around specialism.
- Building effective relationships with children, families, and other professionals.
- Completing effective, highly analytical assessments and outcomes-focussed care plans that are effective in achieving good outcomes in complex / high risk cases.
- Undertaking direct work with children and families that delivers improved outcomes for them.
- Applying theoretical models and research findings to good effect and helping others to do so.
- Contributing to the development of other staff using a variety of methods
- Completing analytical reports and presenting in a range of forums.

**Special conditions:**

**Able to work outside of normal office hours when required.  
Registered as a social worker with SWE**