



RUTLAND COUNTY COUNCIL

JOB DESCRIPTION

Position Title:	Practice Development Advanced Practitioner
Grade:	PO2
Directorate:	Children and Families
Department:	Quality Assurance and Standards
Responsible to:	Practice Development Lead, Quality Assurance and Standards

Purpose of the Job:

- To support the Practice Development Lead with the planning and co-ordination of implementation of the Quality and Assurance Framework.
- To work closely with partner agencies and input into service development through membership of working and partnership groups.
- Provide specialist advice and support to social workers and support staff.
- Mentor students and trainees, contributing to the development of future practitioners.
- Offer consultancy across services for challenging cases and practice issues.
- Support quality assurance processes to uphold high standards.
- Demonstrate exemplary social work values and practice, leading by example.
- Maintain accurate records and contribute to assessments as and when required.
- Stay up to date with emerging legislation to ensure practice is compliant and current.

Main Responsibilities

- Support the implementation of the Quality and Assurance Framework by supporting the workforce to complete audits.
- Support and deliver Practice Development sessions to ensure best practice shared across the workforce.
- Organise the training schedule in line with Quality and Assurance Framework to support the workforce to have access to appropriate training.



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- Attend Performance Meetings and ensure Performance data shared from the service is up to date and accurate.
- Work with partner agencies to raise the profile of Rutland and quality assurance processes.
- Maintain up to date knowledge of research, training and developments to ensure best practice in Rutland.
- Attend meetings such as strategy discussions and planning and review meetings for children and families to ensure that risk is understood, and that support meets the family's needs.
- Collate and submit information regarding activities undertaken and outcomes to evidence the impact of the Quality assurance Framework.
- Provide expert advice and guidance to colleagues within the directorate regarding Signs of Safety implementation, safety planning and case consultations.
- Lead on practice development sessions with RCC staff and partners including Police, Education and Health.
- Ensure appropriate information sharing processes are in place and are used across all statutory safeguarding partners and voluntary sector agencies commissioned to deliver services for Rutland.
- To deputise for the Practice Development Lead.
- To undertake any other duties commensurate with the grade as required by the needs of the service.
- 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.
- 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 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.
- 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



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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 Children's and Adults Services to identify and improve outcomes for children and young people who have experienced domestic abuse.

Actively advocate for children and young people's views, wishes and feelings to be heard and provide opportunities for them to influence change.

Be ambitious for children and young people and champion best practice for domestic abuse services to achieve the best outcomes.

Actively support and encourage children and young people to represent their views in all decisions about their lives.

To be a role model for Rutland's One Council ethos and values.

Dimensions

No Management and budget responsibility



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JOB REQUIREMENTS

QUALIFICATIONS/TRAINING/EDUCATION

Essential	Method of Assessment *
Social Work qualification with a membership of a professional body and a minimum of 3 years relevant experience in the field.	A/D
Registration with SWE	A/D
Evidence of continued learning and a willingness to undertake further training and professional development.	A/D

Desirable	Method of Assessment *
Previous experience working within children's services in a local authority.	A/D
Knowledge of Signs of Safety	A/I
Knowledge of the Lundy Model of Participation	A/I

EXPERIENCE/KNOWLEDGE

Essential	Method of Assessment *
Experience of working in partnership with key stakeholders	A/I
Knowledge and understanding of what good practice looks like and the impact on children and young people.	A/I
Knowledge and experience of delivering Children's Services' core functions.	A/I
Experience of supporting and advocating for children and young people and engaging families who are accessing statutory services.	A/I
Knowledge of research and emerging themes in social work practice.	A/I



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Experience of working directly with children and young people and experience of carrying a caseload and achieving change with families.	A/I
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Desirable	Method of Assessment *
Experience of collating and analysing information/data for reporting purposes.	A/I
Experience of gathering the views of children and young people.	A/I
Experience of working with families who are accessing social care services.	A/I

SKILLS

Essential	Method of Assessment *
Handle sensitive and confidential issues with care, compassion, tact, and diplomacy.	A/I
Good communication skills and understanding of relational approaches.	A/I
Ability to set and work to clear objectives and to prioritise own workload.	A/I
Enthusiasm and ability to mobilise colleagues with shared aims.	A/I
A problem-solving attitude with the ability to bring a range of interventions together to achieve sustainable outcomes for children and young people.	A/I
Managing conflict and maintaining professional relationships	A/I
Advocacy skills	A/I
Make sound judgments in relation to risk and the protection of young people.	A/I
Recognise and identify safeguarding issues and effectively share information regarding risk with other services.	A/I
Communicate effectively in writing and verbally.	A/I



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Build partnerships with colleagues and key stakeholders.	A/I
The ability to work independently and use initiative in collaboration with partners and others.	A/I
IT and numeracy skills sufficient to undertake the role.	A/I

Desirable	Method of Assessment *
Proficient in the use of integrated children's recording systems.	A/I
Competent in the use of Microsoft 365 packages.	A/I

EQUALITY AND DIVERSITY

Essential	Method of Assessment *
Able to recognise and respond to discrimination and be proactive in ensuring the Council's policy is implemented	A/I

OTHER

Essential	Method of Assessment *
Flexible in working patterns to fulfil commitments of the role and team.	A/I
Willingness and ability to visit other locations as and when required.	A/I

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



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STRUCTURE



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)
07/02/2026	New role	Sarah Gill, Principal Social Worker and Head of Practice Development.