



## Job Description

This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list, and the line manager may vary duties from time to time which do not change the general character of the job, or the level of responsibility entailed.

Post Details	
Job Title	Senior Practitioner
Job Reference	
Service	Adult Social Care – Adult Safeguarding
Team	PACT
Location	Shute End/Hybrid Working
Reports to	Team Manager – PACT
Responsible for	1 x Social Worker and 1 x Social Care Practitioner
Grade	9 (ASC Registered staff pay scale)
Contract Type	Permanent, Full Time
Hours	Full time, 37 hours per week

Main Accountabilities	
1.	Provide specialist, relationship-based support to people who have Care Act eligible needs or who are at risk of entering Care Act arrangements and those at risk of exploitation, including transitional safeguarding cohorts. Deliver sustained, strengths-based and trauma-informed work with individuals who experience barriers to engagement, recognising the impact of coercion, control, exploitation, and contextual risks, and prioritising trust, safety and long-term change.
2.	Undertake complex Care Act assessments, reviews and support planning using a proportionate, holistic and trauma-informed approach that responds to exploitation, contextual risk and developmental vulnerability. Promote wellbeing, independence, choice and safety by working alongside individuals to build everyday skills, resilience and protective factors, supporting sustainable change at a pace that feels safe, respectful and empowering.
3.	Lead risk assessment and management in complex exploitation and contextual harm cases, using EMRAC to provide multi agency oversight and coordinate proportionate responses. Provide professional oversight that supports safe,





	relational, and person centred practice, enabling practitioners to reduce harm and achieve meaningful change.
4.	Act as Safeguarding Adults Manager where required, providing clear, reflective oversight and decision-making to ensure timely, defensible and Making Safeguarding Personal-led practice.
5.	Lead preventative work within the PACT model, reducing risk escalation and the need for statutory safeguarding through early, relational and proportionate intervention aligned with Pan-Berkshire processes.
6.	Chair or contribute to safeguarding strategy discussions, case reviews and professional meetings, supporting coordinated, multi-agency planning for people supported through PACT.
7.	Build and sustain collaborative partnerships across agencies to coordinate flexible, person-centred responses and improve engagement for individuals who find services difficult to access.
8.	Provide practice leadership, coaching and reflective supervision to support less experienced colleagues and strengthen confidence in working with complex situations. Support a learning culture that values thoughtful decision-making, emotional safety and strengths-based, trauma-informed practice.
9.	Maintain accurate, timely and high-quality recording, ensuring statutory, organisational and GDPR requirements are met and complex information is clearly analysed and presented.
10.	Contribute to service development and continuous improvement by identifying learning and shaping practice pathways, training and policy in response to hoarding, transitional safeguarding, complex needs and lived experience.
11.	Maintain awareness of the wider organisational context to support balanced, values-led decision-making that promotes stability, transparency and positive outcomes.
12.	Work flexibly across Adult Social Care, contributing collaboratively to promote shared purpose, stability and consistent, person-centred practice.

Person Specification	Essential	Desirable
Education/Qualifications	Professional degree level (or equivalent) Social Worker	
	Current registration to professional governing body (Social Work England)	
	Full EU driving licence (and access to daily use of a car for business use)	





<p><b>Experience</b></p>	<p>Minimum of 3 years (including ASYE) post qualification experience in Adult Social Care or Health Care environment.</p>	<p>Previous experience of supporting or developing others.</p>
	<p>Demonstrable experience of managing risk in a social care or health setting</p>	
	<p>Demonstrable experience of interpreting and making sense of complex, sensitive and often fragmented information, particularly when working with people who may be exploited or whose engagement with services is intermittent, and using this analysis to develop safe, practical and person-centred solutions.</p>	
	<p>Demonstrable experience in undertaking assessment of complex needs</p>	
	<p>Demonstrable experience in effective communication with colleagues, service users, families and other professionals</p>	
	<p>Experience of having worked with people who require different approaches to engagement and able to demonstrate having delivered effective outcomes in this respect</p>	
	<p>Experience working within a transitional safeguarding context, including supporting individuals at risk of exploitation and those with complex trauma.</p>	
<p><b>Skills/Knowledge</b></p>	<p>Knowledge of the legal and policy framework in relation to the role.</p>	<p>Ability to lead, motivate, supervise and performance manage staff</p>
	<p>Good time management skills and ability to prioritise.</p>	<p>Good understanding of how trauma impacts people and exploitation indicators.</p>





	Great relationship-based practice skills, including ability to build trust with individuals for whom traditional service models have been difficult to access or sustain	
	Be able to communicate and work with people at a range of levels, across a range of situations and settings.	
	Ability to effectively produce and present information in a range of formats and to a variety of audiences.	
	Ability to represent the Council in a range of forums and in accordance with the Council's values and standards.	
	Good understanding of hoarding and the psychological drivers behind entrenched behaviours.	
<b>Behaviours/Attributes/Technical Skills</b>	Strong IT skills, including proficient user Of Microsoft Office and client record systems	Demonstrate persistence, patience and relational consistency in supporting non-linear progress.
	A commitment to relational work, Trauma Informed Practice and a desire to work creatively in a Strengths Based manner.	
	Assessment and analytical skills	
	Report writing and ability to support and critique less experienced staff	
	Willingness to undertake continuous professional development	

### Purpose Details

<b>Service Purpose</b>	The PACT Team works with people who have Care Act–eligible needs, or who may be at risk of requiring Care Act support without early relational intervention. The team supports individuals who are not currently engaged with
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	<p>services and who may have found traditional models of support difficult to access or sustain.</p> <p>This includes young people meeting Transitional Safeguarding thresholds, and people whose circumstances may feel chaotic, where there is risk or experience of exploitation, and where relational, persistent support can prevent, reduce or delay the development of Care Act needs. The team also works with individuals for whom hoarding presents significant risks and where coordinated, multi-agency intervention is required to promote safety, wellbeing and positive change.</p>
<p><b>Role Purpose</b></p>	<p>The applicant must be a registered Social Worker.</p> <p>Coordinates multi-agency responses where there is risk or experience of exploitation, coercion or harm outside the home, particularly where risks are significant, complex or escalating across the transition to adulthood. Ensures effective partnership working with housing, health, police, community organisations and commissioned services to identify, disrupt and reduce sources of harm, while maintaining continuity of safeguarding responses for young adults. Provide expert assessment, risk management and professional oversight, ensuring that statutory duties under the Care Act 2014 are met in a proportionate, defensible and compassionate way.</p> <p>The role models high-quality practice by offering coaching, reflective discussion and professional guidance to colleagues, supporting a learning culture that strengthens the team's ability to work confidently with complex and high-risk situations.</p>

Supervision and Relationships	
<p><b>Supervision Received</b></p>	<p>4-6 weekly from Team Manager- PACT</p>
<p><b>Supervision Given</b></p>	<p>4-6 weekly to x1 Qualified worker and x1 Social Care practitioner</p>
<p><b>Contacts</b></p>	<p>Members of the community, Team members, other council services, Voluntary Sector, Care Providers, Commissioning teams, Colleagues in Health, Police staff, Finance colleagues and Senior Management</p>

Resources/Budget Management
<p>Supervision of registered and non-registered Adult Social Care Professionals</p> <p>No direct responsibility for budget but contributes to meeting assessed needs of individuals in the most cost-effective manner and supporting less experienced staff to do this.</p>

### Special Requirements





- Ability to be able to travel and work in a variety of locations as required
- Required to make home/hospital visits

Enhanced DBS required with a check of the barring list

Occupational Health Risk Assessment	Details
Skin/Respiratory Sensitisers	<N>
Working at Height	<N>
Exposure to Noise (>80-85dB)	<N>
Confined Spaces	<N>
Frequent Display Screen Equipment Use	<Y>
Driving for Work	<Y>
Hand Arm Vibration	<N>
Lone Working	<Y>
Healthcare/Social Contact with Patients	<Y>
Blood Borne Viruses Exposure	<N>
Food Handling	<N>
Working with Animals	<N>
Specialised Medical Screening	<N>
Night Working	<N>
Safety Critical Work	<N>

Nature of the Role	Details
Healthcare or Hospital Work	<N>
Working with Children (under 18)	<Y>
Working with Elderly/Vulnerable Adults	<Y>
Work Environment Details	Shute End/Hybrid Working

Role Involvement	Details
Working with Children	<Y>
Working with Vulnerable Adults	<Y>





Both of the Above	<Y>
Providing Care/Supervision for Children	<N>
Providing Care/Supervision for Vulnerable Adults	<N>
Both of the Above	<N>
None of the Above	N

Disclosure and Barring Service (DBS)		Details
DBS Requirement	Enhanced Children's & Adults	
Eligibility Tool	Find out which DBS check is right for your employee - GOV.UK ( <a href="#">Find out which DBS check is right for your employee - GOV.UK</a> )	

Re-checks
<Details of required regular checks in line with regulations.>

Evaluation Declaration	
Date of Evaluation:	
Evaluated by:	

