



## Role profile

<b>Role title</b>	Consultant Social Worker
<b>Corporate directorate</b>	Children Schools and Families
<b>Service</b>	Children and Family Services
<b>Grade</b>	L
<b>Reports to (role title)</b>	Team Manager
<b>Version</b>	2.0
<b>JE code</b>	004143

<b>Approving manager</b>	Ben Davies
<b>Date</b>	

If you would like this information in another format please contact:

**Cornwall Council**  
**County Hall**  
**Treyew Road**  
**Truro TR1 3AY**

Telephone: **0300 1234 100**

Email: [enquiries@cornwall.gov.uk](mailto:enquiries@cornwall.gov.uk)

[www.cornwall.gov.uk](http://www.cornwall.gov.uk)

## Role purpose

The Consultant Social Worker is a specialist advisor taking the lead for an identified area of advanced practice. They do this across teams, services and the directorate and as a representative of the Council with external providers.

The Consultant Social Worker plays a key role in developing and supporting the capabilities of front-line social work staff by acting as a resource to others within the organisation, providing leadership, consultation and professional wisdom to their colleagues and other professionals for work in situations of high complexity. They develop, maintain and champion expertise in specific areas of social work practice, shaping excellent practice based on research and professional experience. They keep up to date with and contribute to local, regional and national networks and developments.

Consultant Social Workers provide constructive challenge to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence, understanding the connections between specialisms and other fields of knowledge and practice; in both established and emergent areas relevant to their field. They contribute to the development of knowledge and promotion of excellence in their field using evidence-informed practice. They maintain an awareness of changes in national, local and (where appropriate) international contexts and the impact of this on practice, communicating this effectively within and outside of the organisation to positively influence developments that affect social work practice.

Under the leadership and management of a Team Manager, qualified and registered Consultant Social Workers provide a statutory social work service, undertaking direct work to help and protect children, young people and support their families/carers and communities. They demonstrate learning in practice and consistently good performance. They possess specialist knowledge and skills in an area of child development, risk to children and/or practice, leading on areas of practice within the wider service, extending knowledge, skills and expertise throughout the service.

They model continuous professional development and learning through engagement with the core curriculum and possess accredited M-Level post-qualifying awards. They may provide mentoring, training and support to less experienced team members and learners throughout the organisation, particularly in their area of expertise. They model and promote confident and critical application of professional ethics to decision making; and promote a culture of critical reflection upon their own and others practice. They make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence-informed practice.

## Dimensions

### Annual financial accountability

Consultant Social Workers will have responsibility for making decisions on resources within the scheme of delegation.

### Management accountability

#### Nature of management

- Mentoring, training and support to less experienced team members and learners throughout the organisation, particularly in their area of expertise

#### Number of staff managed

- 1-2 at any one time – for the quality of practice and use of research

## Context

Child poverty in Cornwall has increased significantly over the last 10 years, and many of our communities have levels of child poverty, by the government's own measures, of 35-40%, and some with 40% plus. Despite these high levels of deprivation, Cornwall's children's social care service is recognised as one of the foremost in the country.

We are an ambitious, child-focused service, with a track record of improvement in terms of outcomes for the children we work for. We have been subject to positive reviews, research and inspections over the last 5 years, culminating in being rated 'Outstanding' overall in the Ofsted Inspection of Local Authority Children's Services inspection in October 2019. We remain committed to continuously improving practice and service delivery to 'build on Outstanding'.

We have maintained and built on quality and performance in the face of significant demand pressures – in volume and complexity of needs and risks. We have developed and embedded a strong learning and performance culture. We respond to well-founded criticism with a willingness to learn and to change. We identify what we are worried about and do something about it – often from what children and young people tell us. Together For Families, our integrated children's services directorate, is enabling new opportunities to make integration a reality for children and families.

## Accountabilities

*Cornwall Council is a dynamic organisation and the particular duties and accountabilities may vary from time to time without changing the general character of the role or the level of responsibility entailed. Individual objectives will be agreed via the PDS appraisal process*

- Undertaking all aspects of casework in accordance with the approved practice quality standards and the requirements of the Service Framework for a Balanced Caseload. By;
  - Developing an excellent understanding of the child's lived experience, conveying their views and feelings through high quality practice skills in assessment, planning, intervention and review
  - Gathering, analysing and reviewing complex and/or contradictory information quickly and effectively, using it to reach informed professional decisions
  - Ensuring the values and ethics of the profession in practice, using a legal and human rights framework and supporting others to do so
  - Using evidence-based practice to improve the child's welfare and safety, leading to improved outcomes, modelling the integration of research and current professional knowledge into daily practice
  - Modelling effective engagement and partnership working with children and young people, parents/carers and networks in challenging situations
  - Supporting others to develop and maintain effective engagement, including in situations of hostility and risk
  - Using sophisticated knowledge of the law relevant to their area of practice and the use of more specialist advice and expertise when appropriate
  - Supporting and encouraging professional decision making in others, identifying when more strategic / expert advice is needed; and offering their expertise where appropriate

- Maintaining the child's case record accurately and up to date, including a record of significant events in the child's life, a case summary and family map
- Taking personal and professional responsibility for the quality of own practice and that of supervisees including the contribution to the child's progress in reducing the risk of harm and achieving improved outcomes
- Modelling the development and dissemination of specialist expertise, knowledge and skills as an advanced children's practitioner using evidence-based practice skills and validated assessment tools
- Maintaining and providing expertise in specialist assessment and intervention, acting as a resource to others within the organisation, and supporting social workers to develop
- Ensuring your specialist practice is informed by knowledge base and evidence, in both established and emergent areas relevant to your field by accessing professional and academic research from validated sources as the basis for critically reflective practice throughout the organisation
- Continuing to develop knowledge in one or more specialist areas of practice, expanding and consolidating this knowledge and understanding the connections between own specialisms and other fields of knowledge and practice
- Offering professional social work consultation and providing review and challenge as necessary, sharing expertise and knowledge with colleagues, partners and external providers as appropriate. Routinely providing professional social work opinion, based on clear rationale and advanced professional knowledge.
- Participating in consultations and when required to lead task and finish groups aimed at improving the quality of practice and the effectiveness of service
- Influencing organisational development, proactively using feedback from your areas of responsibility in order to contribute to the development and implementation of procedures that are fit for purpose, enhance best practice and contribute to better outcomes
- Routinely integrating the expertise and knowledge of service users, carers and professionals into your role and seeking service user and carer feedback on my practice/roles. Supporting others to identify when independent advocacy is appropriate, and advocate for necessary resources.
- Modelling a commitment to continuous professional development, undertaking relevant elements of the core curriculum and completing accredited post-qualifying awards in order to progress in line with the Career and Qualification Pathway for social workers in Cornwall
- Working collaboratively and positively within an integrated, multi-disciplinary service. Developing and sustaining excellent partnership working with other professionals involved with children and families, voluntary and community groups.
- Acting as a representative of the Service and the profession at all times, modelling and promoting confident and critical application of professional ethics and the Service in accordance with our Statement of Mission and Values. Advocating and using influencing skills to promote social justice, inclusion and equality.
- take responsibility for seeking, planning and undertaking ongoing professional development and use diverse platforms and opportunities within and outside my organisation/work setting.
- Accessing, utilising and promoting professional and academic research from validated sources as the basis for reflective practice; and sharing the learning with others.
- To develop and sustain excellent partnership working with other professionals involved with children and families, voluntary and community groups.
- Complying with the full range of the Council's employment relations policies.

- Fulfilling all the requirements of registration with Social Work England in relation to personal conduct and fitness to practice.
- Undertaking any other duties required of the role and commensurate to the grade for the role.

## Corporate accountabilities

### **Information security and governance**

Manage information in line with the Council's policies, procedures and guidance on subjects such as Data Protection, Freedom of Information, confidentiality, information security and sharing, the information lifecycle and data quality, to ensure compliance and efficient and effective information governance

### **Safeguarding**

Maintain awareness of Council policies and practices regarding the safeguarding of children, young people and/ or adults who may be at risk. Report concerns/ allegations in accordance with corporate guidance and procedures

### **Equality & Diversity**

Work to eliminate unlawful discrimination, harassment and victimisation and report incidents as they occur. Treat everyone with dignity and respect and ensure individual's needs are met. Challenge inappropriate behaviour and language constructively, advising on alternatives so the opportunity for change can be considered

### **Customer Experience**

Drive to continually improve customer satisfaction and maintain a clear and consistent focus on delivering outstanding customer experience

### **Health, Safety and Wellbeing**

Contribute to the management of health and safety risks and the creation of a positive health and safety culture to safeguard the health, safety and wellbeing of yourself and others. Understand your health and safety responsibilities and comply with council policy and procedures

## Key objectives

- To undertake the full range of statutory social work tasks at an advanced level in accordance with relevant childcare legislation, statutory guidance, approved procedures, management action notes and practice quality standards. Undertake direct work within a statutory social work service, possessing specialist knowledge and skills in advanced practice with children and families, leading on areas of practice by extending and disseminating knowledge, skills and expertise throughout the service.
- Maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation, supporting social workers to develop. Ensuring my specialist practice is informed by knowledge base and evidence, in both established and emergent areas relevant to my field
- Offer professional social work consultation and provide review and challenge as necessary and sharing expertise and knowledge with colleagues, partners and external providers as appropriate
- Continue to develop knowledge in one or more specialist areas of practice, expanding and consolidating this knowledge and understanding the connections between my specialisms and other fields of knowledge and practice
- Influence organisational development, proactively using feedback from your areas of responsibility in order to contribute to the development and implementation of procedures that are fit for purpose, enhance best practice and contribute to better outcomes

- Routinely integrate the expertise and knowledge of service users, carers and professionals into my role and seek service user and carer feedback on my practice/roles. Supporting others to identify when independent advocacy is appropriate, and advocate for necessary resources.

## Competencies and other requirements

We use the following criteria below to assess your suitability for the role; please refer to the recruitment & selection column to establish at which stage the criteria are assessed. Requirements assessed at the 'Application' stage represent the minimum essential requirement for shortlisting purposes

Behaviours	Recruitment and selection
<p><b>Working together</b></p> <p>You understand and focus on customer satisfaction and work well with colleagues and partners.</p> <ul style="list-style-type: none"> <li>• You deliver exceptional customer service – you understand and are attentive to the needs of your customers</li> <li>• You listen to the views of others and seek them out</li> <li>• You support and show consideration for others</li> <li>• You work well with colleagues and partners and acknowledge the different ideas, perspectives and backgrounds of others</li> <li>• You are committed to the protection and safeguarding of children, young people and vulnerable adults</li> <li>• You share information and expertise with others</li> <li>• You are honest, you respect and you build relationships of trust</li> <li>• You share your achievements and acknowledge the achievements of others</li> </ul>	<p><b>Interview/ Assessment</b></p>
<p><b>Resourceful</b></p> <p>You apply expertise, solve problems and make improvements to deliver the best possible customer outcomes.</p> <ul style="list-style-type: none"> <li>• You plan and organise your work and manage your time effectively</li> <li>• You gather relevant information, analyse it and make timely informed decisions in the course of your work</li> <li>• You are flexible and adaptable</li> <li>• You respond constructively to change</li> <li>• You demonstrate financial awareness relevant to the job you do</li> <li>• You use your initiative and are creative in problem solving</li> <li>• You deliver results and demonstrate commitment to serving customers</li> </ul>	<p><b>Interview/ Assessment</b></p>
<p><b>Personal responsibility</b></p> <p>You take responsibility for your work, your environment and your development.</p> <ul style="list-style-type: none"> <li>• You are trustworthy and reliable</li> <li>• You pay attention to your own health, safety and wellbeing and that of others</li> <li>• You acknowledge errors, report them as appropriate and play your part in addressing them</li> <li>• You appropriately challenge unhelpful behaviour</li> <li>• You seek feedback and review your own contribution</li> <li>• You are open to change and improvement</li> </ul>	<p><b>Interview/ Assessment</b></p>

<ul style="list-style-type: none"> <li>You take responsibility for your development</li> <li>You are enthusiastic about and take pride in your work</li> <li>You act as an ambassador for the Council to our customers</li> </ul>	
---	--

<b>Knowledge, skills &amp; experience</b>	<b>Recruitment and selection</b>
Social Work Degree with relevant Social Work Qualification	Application Form and Certificate
Current registration with Social Work England.	Application Form and Certificate
Master's level post qualifying specialist award totalling 120 level 7 credits (PGDip Advanced Practice with Children & Families for internal applicants) or accredited equivalent PQ award within an advanced field of social work.	Application Form and Certificate
Demonstrable advanced knowledge and practice skills in working with vulnerable children, young people and their families - under The Knowledge and Skills Statement (KSS) for child and family practitioners at PCF Advanced Practitioner level	Application Form/Interview/Assessment
A sound knowledge of legislation and statutory guidance relating to childcare	Application Form/Interview/Assessment
An accurate understanding of the role, function and accountabilities of a local authority social worker with children and families.	Application Form/Interview/Assessment
A good understanding of the main risks to a child's welfare, development and safety, along with a developing knowledge about how to reduce those risks.	Interview/Assessment
An applied understanding of issues of equality, diversity and cultural capability.	Interview/Assessment
A good understanding of the current issues and themes related to social work with children and families	Application Form/Interview/Assessment
Ability to engage positively with children and young people, gaining their trust and confidence.	Interview/Assessment
Ability to undertake statutory social work assessments of need, risks, strengths, produce a sound analysis and translate that analysis into a coherent plan to improve the child's outcomes.	Interview/Assessment
Ability to communicate effectively and to write coherent reports, including reports for statutory panels and Court.	Interview/Assessment
Ability to work together, in partnership with other professionals and agencies.	Interview/Assessment
Ability to facilitate multi-disciplinary groups, including professionals meetings and core groups.	Interview/Assessment
Ability to represent the Service and Council effectively in a range of multi-professional settings, including the Family Courts, Child Protection Conferences and Child in Care Reviews.	Interview/Assessment
Ability to demonstrate calmness and resilience under pressure and to manage the stress of working with children subject to neglect and abuse.	Interview/Assessment



Other requirements	Recruitment and selection
Evidence of progressive engagement with a post qualifying career and qualification developmental pathway, demonstrating sustained commitment to own continuous professional development. (Internal candidates should provide evidence of two observations of practice annually as per Cornwall TFF Supervision Standards policy).	Application Form
Identify how your specific area of expertise would add value to current CFS support, and the needs of Cornwall's children and families.	Application Form
The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that staff can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable staff will be required to provide a suitable vehicle.	Application Form
The normal duties of the role may involve the need to work flexibly, including extended hours and the ability on occasions to join the out of hours rota.	Application Form
This position is subject to a criminal records disclosure check	<b>YES</b>
This is a politically restricted position	<b>NO</b>