



Role profile

Role title	Senior Social Worker (Practice Educator)
Corporate directorate	Children Schools and Families
Service	Together for Families
Grade	K
Reports to (role title)	Principal Child and Family Social Worker
Version	1.4
JE code	

Approving manager	Ben Davies
Date	July 2020

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Role purpose

Practice Educators:

Lead on developing practice in time with the latest research, policy and legislation. They take the lead in a specified service area working with Principal Social Workers to develop a service-based learning culture. They undertake direct practice with children and young people to demonstrate their professional capabilities and to model how practice learning is applied in practice.

They facilitate the learning and development of other Social Workers, apprentice, sponsored trainees and student Social Workers, teaching, supporting and assessing final stage social work degree students on placement. They facilitate work place learning by managing the interface between those practitioners in early professional development, operational managers and trainers. They contribute to the selection and assessment and evaluation strategy. They provide advice and consultation on the qualification and career pathway for Social Workers, sponsored trainees and students.

They are expected to become facilitators for key components of the core curriculum for Social Workers in Cornwall.

Dimensions

Annual financial accountability
None
Management accountability
Nature of management Providing reflective practice learning supervision to trainee, student and newly qualified Social Workers Number of staff managed No direct line management

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

- Directly supporting Social Workers, trainees and students to develop their professional capabilities in line with the BASW Professional Capabilities Framework and the Knowledge and Skills Statement
- Actively promoting a culture of learning and the use of evidence-based practice as part of the plan to improve the quality and consistency of practice
- Facilitating service and team-based learning in line with the priority areas for improvement
- Undertaking direct work with children and young people, their parents and carers on an ongoing basis to model good practice and to ensure that practice, theory, learning and experience are fully and consistently integrated
- Contributing to the development and review of approaches, models, tools, policies and procedures that promote best practice in helping and protecting children
- Working with Team Managers and Principal Social Workers and identify gaps in professional capabilities and to put in place a team based CPD plan as part of the Team Improvement Plan
- Facilitating formal and informal learning and development opportunities for a range of staff involved in qualifying and post qualifying programmes
- Becoming an area-based trainer for a key component of the core curriculum for Social Workers
- In consultation and partnership with Team Managers and Principal Social Workers auditing the quality of supervision against the standards/mode and provide feedback.
- Working collaboratively with partner higher education institutions and colleagues to provide trainee and student social workers with an integrated learning programme
- Ensuring equality of outcome and actively promote diversity consistent with National Occupational Standards, departmental policy for practice, Cornwall County Council Equal Opportunities Policy and related published Equality Schemes
- Acting at all times in accordance with the standards of practice and conduct laid down in the council’s policy and procedures, the Health and care Professionals Council and the College of Social Work

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

Proactively manage health and safety risks and lead on 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 lead on compliance with council policy and procedures.

Key objectives

- Act as advocates and champions for the core aim of reconnecting Social Work in Cornwall to raise the status and expertise of Social Workers
- To support the aim of the service improvement plan to improve the quality and consistency of Social Work practice in assessment, planning and review
- To support the aim of the service improvement plan to improve the quality and consistency of supervision
- To fulfil the expectation of carrying out direct practice with children and young people, their parents, and carers
- Audit Professional capabilities in the designated service area, identify groups and develop a CPD plan as part of the Team Improvement Plan
- Audit Supervision records and feedback to supervisors and supervisees
- Actively and visibly promote anti-discriminatory and anti-oppressive practice in all aspects of the role, bringing challenge where appropriate
- Model the standards for supervision and support in work with students, trainees and newly qualified Social Workers
- Become an area-based trainer / facilitator in a key component for the core curriculum for Social Workers in Cornwall
- Bring to the attention of the PCFSW any concerns about service or persistent shortfalls in the quality of practice

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

Knowledge, skills & experience	Recruitment and selection
Sound knowledge of policy legislation, and guidance in Social Work practice.	Interview
The ability to articulate the values and ethics of the social work profession in working with children and families.	Application Form Interview/ Assessment
A good understanding of the current issues and themes related to social work with children and families, including evidence-based practice.	Application Form/ Interview/ Assessment
Experience in providing practice education and awareness of the Practice Education Professional Standards	Application Form Interview
Ability to undertake complex assessments through observation and marking processes as opportunities for formative and summative assessment with pre and post qualifying students and social workers.	Interview
Demonstrable knowledge of the current agenda of Practice Education in Social Work within a Children's Service including an up to date knowledge of the national and local issues.	Interview
Social Work Degree, Social Work Qualification Dip. SW or equivalent and SWE Registered.	Application Form
Hold or be working towards the Practice Teaching Award or equivalent in line the PEPS Stage 2.	Application Form
Hold or be working towards post qualifying study which would demonstrate the Knowledge and Skills Statement (KSS) for child and family practitioners at PCF Experienced Social Worker level	Application Form
Experience of supporting Social Work students/trainees and/or newly qualified Social Workers.	Interview
A sound knowledge of legislation and statutory guidance relating to children and social work practice.	Interview
A good understanding of the requirements and expectations of relevant professional SW bodies and Professions Council.	Interview
Creative approach to problem solving and development of work. Reliable, trustworthy, approachable, diplomatic manner and energized by the challenge.	Interview
Ability to identify and analyse need and draw up appropriate plans. Highly literate and able to convey and to extract salient points in both written and oral media.	Application Form Interview

An applied understanding of equalities and diversity, including cultural capability.	Application Form Interview/ Assessment
To be able to communicate effectively with colleagues internally and within our partner agencies and stakeholders.	Interview
Demonstrate a commitment to continuous professional development and the ability to translate learning into practice.	Interview
Ability to perform competently in complex and high-pressure environments where decisions about a student's abilities and competence to enter the profession are made.	Interview

Other requirements	Recruitment and selection
The normal duties of the role will involve travel on a regular basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. This means that the role holder will be required to provide a suitable vehicle and licence to drive as the county is not fully accessible via public transport.	Application Form
	YES
This position is subject to a criminal records disclosure check	
This is a politically restricted position	NO