

## Job Description

Job Title            Children's Practitioner

Directorate        People and Communities

Grade                Proposed SO2

### Overall purpose of the job

To manage complex individual cases, including evaluating, supporting, planning and the coordinating services to vulnerable children and their families in accordance with national Social Work and Health Care legislation, regulations, guidance and local policies and procedures.

### Main accountabilities

	<b>Main accountabilities</b>
1.	<b>Service Delivery</b> <p>To support and act as keyworker for children and young people who meet the eligibility criteria for services from the department where needs are of a complex nature.</p> <p>To undertake direct work with children and their families in accordance with care planning and in consultation with your Line Manager.</p> <p>To visit service users in a range of locations, including their own homes, taking into account cultural and religious requirements.</p> <p>To work collaboratively with internal staff, a range of partner organisations and community services to deliver interventions with children and their families as required.</p> <p>To implement, monitor and review care planning to ensure that services meet the needs identified and achieve the desired outcomes for service users.</p> <p>To promote dignity, choice and independence, supporting children and their families to maximise their potential and life opportunities.</p> <p>To attend and contribute to reviews and participate in meetings in a variety of settings.</p> <p>To be fully aware of the principles of safeguarding a range of vulnerable service users and ensure that your Line Manager is kept fully informed of any concerns.</p>
2.	<b>Key accountabilities</b> <p>To work as part of an integrated team and participate in but not lead on assessment work.</p> <p>To monitor and review the needs of children and families, developing and reviewing plans</p>

	<p>that meet this need.</p> <p>To use manual and computerised systems for the recording of confidential information, case records and ensure that all relevant records and documents are managed in accordance with policy and procedure.</p> <p>To communicate effectively both in writing and verbally, with service users and colleagues.</p> <p>To identify issues that require complex social work intervention including safeguarding, referring on to senior team members, as appropriate.</p> <p>To work directly to a senior team member, particularly where a child or young person's needs fluctuate between limited and complex support or work jointly with other team members where appropriate.</p> <p>To prioritise and manage a caseload with support from a senior team member.</p> <p>To maintain a fair, calm and sensitive approach in all situations with colleagues and service users.</p> <p>To have an understanding of and adhere to the principles of working systemically with families through creating and identifying opportunities for families to be supported by wider family networks, voluntary and universal services.</p> <p>To manage complex situations and challenging behaviours associated with working with vulnerable children and their families.</p> <p>To participate fully in supervision, appraisals and practice observations as part of professional development and support.</p> <p>To implement and work to agreed quality standards for the service, including standards which support equality and value diversity.</p> <p>To work independently and flexibly, including lone working and, at times, outside of core hours to suit the needs of your clients.</p>
--	---

## Person Specification

### Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Key Skill Level 3; A level's grade A-E, Level 3 NVQ, Level 3 National Diploma, Advanced Apprenticeship or equivalent		Essential
NVQ level 3 in Health or Social Care or related field	Health or Social Care	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>		
	Knowledge and understanding of good customer care.	Essential
	Knowledge and understanding of current social care legislation and guidance relating to the work of the team.	Essential
	Knowledge of safeguarding practices	Essential
	Be able to demonstrate an understanding of, acceptance and commitment to the principals underlying equal opportunities.	Essential
	Knowledge of child development	Essential
	Knowledge of key partners	Essential
<b>Skills</b>		
	Ability to communicate effectively both in writing and verbally, with service users and colleagues.	Essential
	Ability to work as part of a team.	Essential
	Ability to identify issues that require complex social work intervention and escalate as required.	Essential
	Ability to visit service users and their families within their own homes taking into account cultural and religious requirements.	Essential
	Ability to be fair and calm in all situations with colleagues and service users.	Essential
	Ability to identify and manage potential safeguarding risks to service users in complex situations and escalate as required.	Essential
	Ability to establish and maintain relationships with internal and external agencies in order to achieve the desired outcomes for children and their families, promoting resilience.	Essential

	Ability to travel to different sites Flexible approach to working out of hours as required	
<b>Experience</b>		
	Experience of working with the public, face to face and by telephone.  Experience of working within a Health and/or Social care background or related field  Experience of using an IT database  Experience of working with vulnerable children	Essential  Essential Essential Desirable
<b>Safeguarding</b>	Demonstrate an understanding of the safe working practices that apply to this role.  Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.  Demonstrate understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice.	Essential  Essential  Essential