

Role Title: Practice Supervisor for Kinship Assessment Team.

Salary: PO4

Trust roles subject to review as part of rolling job evaluation

Location: Bradford, Sir Henry Mitchell House

About Us

Bradford has created a new Children and Families Trust.

The Trust is commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf.

The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation.

We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve. Our vision for all children and young people in Bradford is to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.



Purpose

This role will support the management team within the fostering service in delivering a high quality service to children and their Kinship carers. To assist the team manager in the support and development of the staff team, kinship foster carers and the wider service.

There will be a particular emphasis on mentoring and supporting social workers, including structure and unstructured support with learning and helping social workers seek out opportunities for their development and coaching as required. The post holders will be responsible to leading on a specific area of service development, working collaboratively with the whole service and wider children's social care to improve outcomes for children, young people and foster families. They will need to contribute to practice development, including undertaking activity that links to the practice standards, fostering regulations and national minimum standards and the Special Guardian Order offer.

To operate within departmental policy, practice and procedures.

Main Duties and Responsibilities

To be accountable for the quality of practice, setting standards and creating the conditions required for successful social work by motivating, nurturing and mentoring staff to enhance development.

Encouraging and promoting effective relationships and communication between individuals across the service and partner agencies.

To undertake medium and long-term practice development projects in the Kinship Assessment team which require developed interpretation and analysis skills and partnership working with both colleagues and children and families, to deliver solutions to a complex range of issues. Identifying practice changes, resource implications and training required.

To deputise in the absence of the team manager to provide management cover for the Kinship Assessment Team in care planning meetings, overseeing duty, reading/allocating incoming referrals and chairing meetings with the agreement of the service manager when required.

Undertaking audit activity and moderation responsibilities, taking responsibility for the learning from these audits to be disseminated. Including liaising with external stakeholders where necessary and the development and delivery of training if required.



To support and oversee the quality assurance of reports and assessments for fostering panel and court. To take a lead role in preparing less experienced social workers for complex meetings, fostering panel and providing evidence in court.

As a practice educator provide specific practice support to students and other colleagues to ensure that their practice is excellent, developed and embedded.

To quickly establish, develop and maintain good working relationships with children and families and colleagues supporting them to adopt and embed in practice the restorative practice model and other practice frameworks.

To supervise individuals and lead on group supervisions and deliver monthly Practice Meetings as agreed with the team manager.

Undertake direct observations of practice within the agreed policy and supervision procedures, mapped against the PCF descriptors and against the Knowledge and Skills Statements, gaining an indication of the quality of social work practice and the impact on children and families.

Responsible for agreeing cash requests in the absence of the team manager and in line with the service financial policy and procedures.

Remain up to date and compliant with all relevant legislation and adhere to organisational procedures policies and professional codes of conduct to uphold a high-quality seamless service. Identify own continuing professional development needs and strive to meet these.

To provide/offer expert opinion within the organisation and others because of developing expertise in one or more areas of practice and acting as a member of a professionals or service planning group.

When capacity allows, to co work on complex cases and undertake joint assessments where the degree of risk and profile of carer/prospective carers requires greater volumes of experience and expertise.

Work in partnership with other agencies and organisations, chairing and leading a range of meetings to fulfil the provisions of a Social Work Service.

To work closely with other Practice Supervisors and with the Principal Social Worker to drive local and national agendas relating to social work.

To maintain up to date accurate, concise and purposeful records of work in line with departmental policy on recording and access to files.

To facilitate training and other learning opportunities for all Social Work staff and prospective foster carers, based on own expertise, promoting best practice and improved outcomes for children and families.



Criteria

Qualifications

- Significant experience of managing complex case work including child protection work and Court proceedings is necessary
- Hold Full Practice Educator qualification at Stage two. Or demonstrate a willingness to achieve Full Practice Educator qualification at stage two starting within 6 months of appointment.
- Relevant social work experience Paid or voluntary work in a similar, relevant field will be considered at application stage.
- A recognised professional Social Work Qualification e.g. Degree in Social Work, DipSW, CQSW or equivalent as recognised by the Health and Care Professions Council
- A recognised post qualifying award in Social Work or demonstrable evidence of continuous professional development at a similar level.
- The candidate must be registered with the Social Work England (SWE) and ensure responsibility for maintaining registration with SWE.
- Valid, full driving licence (unless a disability prevents this)

To participate continuously in professional development opportunities including regular supervision and appraisal in line with registration and SWE standards.

To act in accordance with the priorities and policies of the Department, actively promoting and supporting the trusts policies on equality and working in an anti-oppressive manner.



