

BRADFORD CHILDREN AND FAMILIES TRUST JOB PROFILE

DEPARTMENT: Childrens Services	SERVICE GROUP: Children's Services
POST TITLE: Problem Solving Court Team	REPORTS TO: Team Manager
GRADE: PO4	SAP Position Number:

The following information is furnished to help Bradford Children and Families Trust staff and those people considering joining the Trust to understand and appreciate the general work content of their post and the role they are to play in the organisation. The duties and responsibilities highlighted in this Job Profile are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis. For posts where employees speak directly to members of the Public the post holder is required to demonstrate their ability to speak fluently in English.

The employee competencies are the minimum standard of behaviour expected by the Trust of all its employees and the management competencies outlined are those relevant for a post operating at this level within our organisation.

You will be expected to demonstrate your ability meet the special knowledge, experience and qualifications required for the role.

Key Purpose of Post:

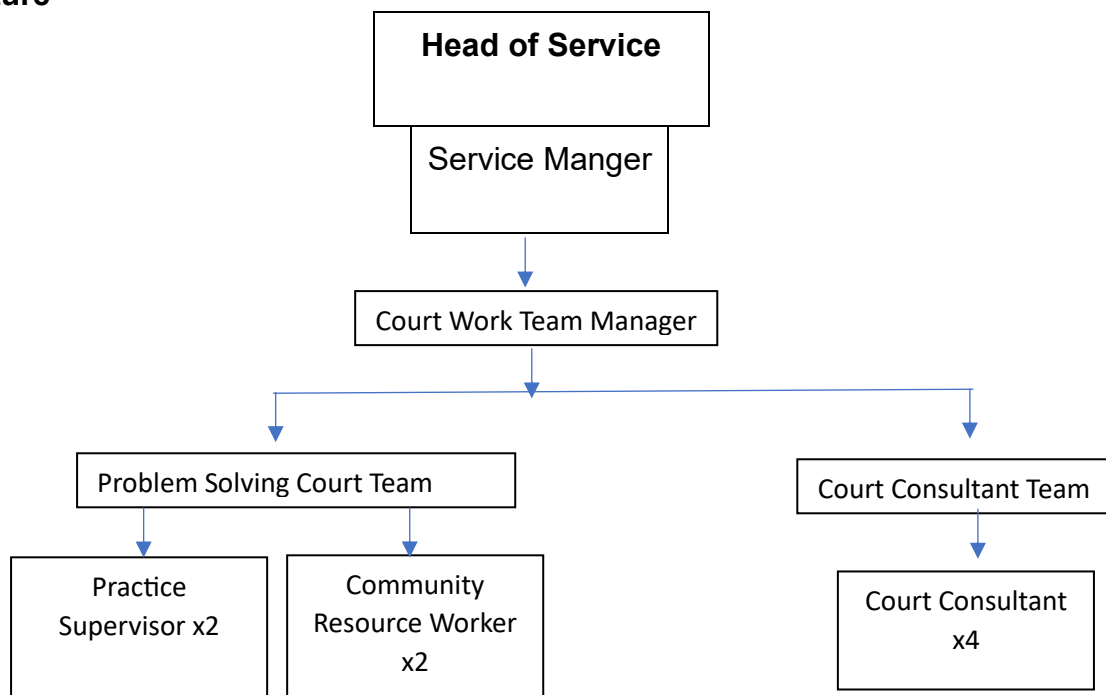
- The West Yorkshire Problem Solving Court (WYPSC) is an innovative approach to assessing and supporting parents during care proceedings. The Problem Solving approach is based on a model of practice where designated judges in the WYPSC seek to engage with parents to help them overcome their difficulties and break the destructive cycles of behaviour which impact upon the quality of their parenting and the safety of their children.
- As the Practice Supervisor, you will become a keyworker for the parents and will be required to co-ordinate and implement intervention plans and complete detailed assessments in relation to their capacity to overcome the problems identified as having a negative impact on parenting capacity.
- You will also be taking the lead for supporting Community Resource Workers carrying out direct work with children and families within the team. This will include supporting and developing their practice, identifying learning opportunities for them, providing regular reflective supervision and mentoring.
- As the Practice Supervisor, you will be responsible for supporting the Team Manager in managing the performance of the team.

Main Responsibilities of Post:

1. Provide/offer expert opinion within the organisation, developing expertise in relation to the Problem Solving approach.
2. Undertake preventative work with families to diminish safeguarding concerns, investigating concerns of significant harm and making appropriate use of legislation to safeguard and promote the welfare of children.
3. To provide a Social Work service to individuals, their families and carers by assessing and identifying their needs and meeting them through direct therapeutic work, care planning and management. Be able to integrate a theoretical approach with practice.
4. Apply Social Work ethical principles and values to guide your professional practice and decision-making including partnership, consultation and the participation of children and families.
5. Manage a caseload, exercising complex decision making in line with professional criteria and making sure that case work is appropriately planned, critically evaluated and reviewed, seeking support where necessary, and undertake research, and apply knowledge regarding emerging best practice.
6. Engage effectively with situations of increasing complexity and challenge including multi-agency input, complex family organisational dynamics, multiple problems/disadvantage, multiple significant risk factors, and the need to take into account the public interest.
7. Ensure appropriate care for children, ensuring the best use of existing mainstream and specialist resources, and demonstrating innovation with these resources where appropriate.
8. Provide expert witness and give evidence to court and other relevant bodies as required, including giving evidence in court in proceedings, and including the presentation of reports and applications for appropriate Legal Orders.
9. Contribute to multi-disciplinary assessments, chairing and leading meetings when required and participate in planning meetings and reviews, demonstrating and promoting information sharing within/between organisations.
10. Participate in the provision of training throughout the department, assisting in the development of new resources, working on specialist projects and acting as a member of a professional development or service planning group.
11. Identify and act on your learning needs to participate continuously in professional development opportunities, including regular supervision and appraisal, in line with Social Work registration and Social Work England standards.
12. Maintain up to date, accurate, concise and purposeful records of work in line with the departmental policy on case recording and access to files, producing high quality assessments that accurately assess and manage higher levels of risk and complexity.
13. Supporting the Team Manager to understand performance in the team, feeding back on strengths and areas of learning within the team, providing support through reflection, training, and additional support to help improve services for children and families.
14. Undertake audit activity and moderation responsibilities, taking responsibility for the learning from these audits to be disseminated within own team/service linking in with the Workforce and Learning Service around the delivery of learning and development workshops.
15. To support the team in the absence of the team manager in conjunction with the duty Team Manager for the Service Area.

16. To lead on group reflective supervision with the team and hold individual reflective practice discussions as set out within the agreed policy and supervision procedures, mapped against the PCF descriptors and the post qualifying practice standards to understand the quality of social work practice and the impact on families.
17. Promote the priorities and policies of the Trust, through active promotion and support and acting as a champion for the Trust and Bradford; actively promote equality, diversity and inclusion policies and practice.

Structure



Special Knowledge Requirement: Essential for shortlisting.

Applicants with disabilities are only required to meet the essential special knowledge requirements shown by a cross in the end column

	Essential
Due to the Government's Fluency in English for posts where employees speak directly to members of the public the postholder is required to meet the <u>Advanced threshold</u> level which will be applied where the postholder requires a greater level of sensitive interaction with the public. You must be able to demonstrate that you can express yourself fluently and spontaneously (this will also be tested during the interview).	x
Be able to apply and consolidate knowledge of social sciences, law and social work practice theory, to demonstrate a comprehensive understanding and use of this knowledge related to the area of social work in Childrens Services, developing and maintaining expertise in field of practice and supporting others to apply knowledge and practice. (PCF 5)	x
Be able to apply critical reflection and analysis to inform and provide a rationale for professional decision-making, including providing critical reflection, challenge and evidence-informed decision making in complex situations. (PCF 6)	x

Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse including demonstrating excellent communication skills in complex situations, and the ability to maintain and provide expertise and act as a resource to others within the organisation. (PCF 7)	x
Operate effectively within multi-agency and inter-professional partnerships and settings, working within the organisations remit, including demonstrating a sophisticated knowledge of relevant legislation and the ability to influence organisational development. (PCF8)	x
Recognise diversity and apply anti discriminatory and anti-oppressive principles in practice and promote positive approaches to diversity and identity providing guidance and challenge when required. (PCF 3)	x
Be able to record accurate information, and write records and reports using electronic recording system, and be able to analyse and evaluate recording (ICS) and other recording systems/information systems. (PCF 7)	x
Model effective assessment and management of risk in complex situations, across a range of situations, and including positive risktaking approaches. (PCF 7)	x

Relevant experience requirement: Essential for shortlisting
Hold Full Practice Educator qualification at Stage two or be ready to start the stage two award within 6 months of appointment.
At least 4 years post qualification social work experience with a minimum of 12 months as an experienced level 3 social worker.
Significant experience of managing complex issues work including child protection work and Court proceedings.
Excellent communication skills with the ability to influence, negotiate and establish credibility for the Service, to enhance its reputation, and to form positive relationships.
Relevant professional qualifications requirement: Essential for shortlisting

A recognised professional Social Work Qualification E.g., Degree in Social Work, DipSW, CQSW or equivalent as recognised by Social Work England.

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).

Core Employee competencies to be used at interview stage.

Carries Out Performance Management – covers the employee's capacity to manage. their workload and carry out several specific tasks accurately to a high standard.

Communicates Effectively - covers a range of spoken and written communication skills required as a regular feature of the job. It includes exchanging information/building relationships, giving advice and guidance, counselling, negotiating and persuading and handling private, confidential and sensitive information.

Carries Out Effective Decision Making - covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. It includes planning and organising, self-effectiveness and any requirements to quality check work.

Undertakes Structured Problem-Solving Activity - covers a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.

Operates with Dignity and Respect - covers treating everyone with respect and dignity, maintains impartiality/fairness with all people, is aware of the barriers people face.

Working Conditions:

Be able to work evenings, weekends and bank holidays as required by the needs of the service.

You must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

Special Conditions:

There is a requirement for the post to be DBS checked.

You need to have a full driving licence and a car available.

Compiled by:

**Grade Assessment
Date:**

**Post Grade:
PO4**

