

## ROLE PROFILE

Job Title	<b>Practice Development Worker</b>
Barnet Band & scale range	<b>L</b>
Reports to	<b>Practice Development, Innovation &amp; Programmes Manager</b>
Service area	<b>Family Services</b>
No. of staff responsible for	<b>None</b>
Budget responsibility (£)	<b>None</b>

### Purpose of Job

- To support the implementation of the workforce development strategy for Barnet Family Services through effective practice development activities, evaluative scrutiny of practice and use of research.
- Under the leadership of the Practice Development, Innovation and Programmes Manager and in collaboration with Heads of Service, managers and key stakeholders, the post holder will deliver and co-ordinate workforce development, audit and practice improvement activities to meet organisational and national standards.
- The post holder will have a strong background in social care practice and management and will demonstrate a strong understanding of 'what good looks like' in Children's Services.

### Responsibilities and Duties

- To be accountable for implementing the Workforce Development Strategy through Quality Assurance activities and practical support to improve and develop practice
- Promote Resilience Based Practice ensuring resilience based approaches are understood, embedded and evidenced in practice
- Support and influence the planning, design, commissioning, delivery and evaluation of learning and development activities and initiatives for the service across a range of disciplines and sectors including strategic cross-borough work and sub-regional workforce development projects

- To produce regular and high quality, analytical and concise written and verbal reports and briefings for the senior leadership team on practice quality and Workforce Development activities
- To raise standards and improve practice and services delivered to children, young people and their families through delivery of a workforce development programme that is informed by scrutiny of practice, research, quality outcomes, statutory requirements, government guidelines and Barnet Family Services objectives
- To support audit activity for external inspections and implementing, tracking and monitoring practice improvements as set out in post- inspection action plans.
- To provide practice leadership to drive organisational change and improve professional and operational practices through delivery of training, observation of practice, modelling, live supervision, group supervision, quality assurance activities and hands on practical support to the children's workforce in managing high risk and complex case work.
- Work alongside the children's workforce to embed the use of research to inform assessments and evidence base to inform intervention and planning activities
- Support the implementation and embedding of practice initiatives, systems and tools.
- Provide high level consultation and advice to the children's workforce on best practice, at all times supporting staff development and practice-based learning
- Monitor support and challenge compliance with statutory responsibilities and procedures
- To support the recruitment and retention of staff, embedding a 'grow your own' workforce strategy which creates opportunities for career progression, continual professional development of the workforce to drive reform and improvement of services so they effectively identify and respond to children, young people and their families need.
- Support practice innovations, responding to changing population needs, risks and opportunities using evidence based approaches, evaluative frameworks and research evaluations
- Embed a culture of organisational learning undertaking appreciative enquiry, audit and disseminating learning from serious case reviews and practice reflection
- To provide respectful challenge to support improvements and drive appropriate case management actions to remedy practice shortfalls

- Support the implantation of an effective audit programme to identify areas for learning and practice improvement or development and continually monitor the effectiveness and impact of training and learning activities on practice quality
- Create and drive opportunities for service user, carer and community involvement and engagement in workforce development approaches across the partnership
- Support publicity and communications in promoting workforce development activities
- Support the development of effective and sustainable partnership working arrangements through building strategic and operational working relationships
- Represent Barnet Council at a senior level in cross-borough initiatives, national and local training events and learning partnerships
- Review, amend and regularly update London Borough of Barnet policies, procedures and guidance in accordance with changing legislative process and guidance
- Be an effective representative of Barnet Family Services, acting at all times in a professional manner by attending meetings and forums in accordance with the scope of the role and actively contributing towards local and national service developments and initiatives in the sector.
- Disseminate learning arising from practice, legislative and policy change across the Service and more widely across the organisation as required.
- Contribute to personal supervision and your own continuous professional development
- The jobholder may be required to carry out other reasonable duties commensurate with the grade, as requested by line manager
- This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

### ***Health and Safety***

- Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk.

### ***The Council's Commitment to Equality***

- Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the work place and in the services the council delivers.

## PERSON SPECIFICATION

	Level required
Professional qualifications / memberships	Must hold registration with Health and Care Professional Council (HCPC)
Education	Evidence of a UK recognised Social Work qualification and post-qualifying experience in a children's statutory setting
Other	Must have a satisfactory enhanced DBS outcome

### ***Knowledge, training and experience***

- Excellent knowledge of relevant legislative frameworks, government guidance, policies and procedures relating to Children and Families
- Demonstrable experience of practice leadership at a management level
- Demonstrable experience of driving workforce development activities leading to improvements in the quality of practice
- Evidence of continuous professional development

### ***Skills***

- Detailed knowledge of government guidelines and standards that support the delivery of safe, high quality service
- Knowledge of professional codes of practice that underpin the Children's Workforce in statutory and early help settings
- A track record of effectively delivering safe services within a multi-agency framework, which has delivered excellent outcomes
- Proven track record of working collaboratively with managers in children's services and in partnership with other agencies
- A well-developed knowledge base about the components of, and evidence for excellent social work practice.
- Ability to prioritize, monitor and be accountable for delivery of high quality workforce, quality assurance and practice development activities
- A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.
- A good understanding of relationship management and the capacity to establish and maintain effective communication and working relationships.

- A strong capacity to motivate, inspire and encourage people to reach their full potential
- A good capacity to deliver high quality work to deadlines in a high demand environment.
- Ability to summarise, analyse and evaluate complex information including data, spreadsheets and trends analysis
- Ability to work as part of a team and contribute to strategic and operational service developments.
- Ability to work across professional boundaries demonstrating a clear understanding of the roles and responsibilities of other agencies to promote an integrated approach and multi-disciplinary working to achieve results
- A strong professional interest in research findings and their contribution to the development of best practice.
- A good working knowledge and understanding of child protection and children in care policy and processes
- A strong capacity to share information verbally and by writing concise reports about children in order to safeguard them and promote their welfare
- To be able to thrive in a complex environment and demonstrate resilience.

***Technical / Knowledge Requirements***

- must be IT competent, including Microsoft Office Word and Excel, information management and recording systems