



South Tyneside Council

CHILDREN ADULTS AND HEALTH

JOB DESCRIPTION

POST TITLE: Principal Social Worker - Children and Families Social Care

GRADE: SM2

RESPONSIBLE TO: Head of Children and Families Social Care

RESPONSIBLE FOR: Improving the quality and effectiveness of social care practice.

Overall Objective of the Post:

As Principal Social Worker for Children and Families Social Care you will:

- Act as a role model, embedding our culture and value base across the service, ensuring that children and young people are at the heart of all we do.
- Lead on the development and maintenance of practice standards across the service, ensuring that we continue to drive practice forward, to deliver an outstanding service for children, young people and their families.
- Act as the strategic lead for consultation and workforce planning, ensuring that our plans recruit, retain and develop a competent workforce who flourish in a learning culture.
- Provide expert services and advice supporting operational delivery and strategic planning.
- Play a key role in working with our partners, within the organisation and externally, to ensure we are at the forefront of best practice.

Key Tasks of the Post:

Act as a role model, embedding our culture and value base across the service, ensuring that children and young people are at the heart of all we do.

- Lead and contribute to strategies and actions which support us to embed a professional and accountable culture which ensures children and young people are at the heart of all we do.
- Work with your colleagues to ensure we are proactively working to maintain resilience in practice.
- Ensure our strengths based approach to working with children and families grows and makes a real and sustainable difference.
- Act as the strategic lead on workforce consultation, ensuring that we listen and invest in our workforce, developing approaches which contribute to this and reporting into the Director and Head of Service with the findings and solutions.

Lead on the development and maintenance of practice standards across the service, ensuring that we continue to drive practice forward, to deliver an outstanding service for children, young people and their families.

- Work in conjunction with the Quality Assurance Lead to ensure that the mantra of making exceptional practice the norm is achieved.
- Lead on the review and delivery of programmes and workshops which enhance practice across the service at all levels.
- Promote the core principle of evidence based practice, ensuring that practice uses evidence and research effectively, and ensuring that your work is evidenced and recorded.

Act as the strategic lead for consultation and workforce planning, ensuring that our plans recruit, retain and develop a competent workforce who flourishes in a learning culture.

- Act as the strategic and operational lead for all social work recruitment incentives and programmes which ensure we have effective workforce plans that support a range of pre-qualifying programmes.
- Lead on the strategic vision for the recruitment and retention of our Assessed and Supported Year in Employment (ASYE) Social Workers, ensuring that we continue to grow competent and confident practitioners.
- Lead operationally in the delivery of the ASYE portfolio and quality assurance of ASYE standards both with the organisation and externally.
- Lead strategically and operationally on the review and delivery of progression strategies which ensure we have a competent and confident social work offer.
- Act as the strategic and operational lead for practice education ensuring that we supply high quality effective placements by working closely with the workforce advisor and higher education providers.
- Lead on the strategic vision for the recruitment and retention of our social work and management offer working both internally with your colleagues and externally with our regional counterparts.

Provide expert services and advice supporting operational delivery and strategic planning.

- Work in partnership with the Quality Assurance team to ensure the finding from audit shape and influence practice. You will lead on the clinical aspects of audit by providing expert advice and guidance through the coaching and mentoring of practitioners and managers. You will ensure that meaningful engagement and accountability is achieved across the service and themes and outcomes from audit are shared and influence planning at all levels.
- Work in partnership with the data performance team to ensure that data, quality assurance and workforce development are triangulated in a meaningful way and are used to influence the strategic and operation practice across the service.
- Take responsibility for research and development across the service, ensuring that legislation, policy and best practice is understood and implemented.
- Work directly with individual practitioners or groups of practitioners to provide specialist clinical advice and development opportunities which promote learning and raises practice standards.

Play a key role in working with our partners, within the organisation and externally, to ensure we are at the forefront of best practice.

- Represent the Council at regional workforce, sector lead events and associated national events, taking an active role in influencing the direction of travel to complement the needs of the service.
- Represent the Service at the multi-agency safeguarding forums, taking an active role in shaping the direction of travel to complement the work undertaken by the service.
- Lead on the identification and implementation of practice which contributes to the overall principles of the post.

South Tyneside Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to help, where appropriate and necessary, with the training and development of fellow colleagues.

All employees have a responsibility of care for their own and others health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: SG/CL

Date: 15.11.19 2019