

Role Profile

Part A - Grade & Structure Information

Job Family Code	9SW	Role Title	Senior Adolescent Practitioner (Early Intervention and Support)
Grade	PS9SC	Reports to (role title)	Team Manager Adolescent Service
		Directorate/ School	Children, Families and Lifelong Learning
JE Band	314-370	Service / Department	Adolescent Service, Hub 1, 2,3
		Date Role Profile was created	06/02/2024

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>Senior Adolescent Practitioners provide line management to Adolescent Practitioners and deliver intensive early help support to families. The role exists to provide expert knowledge and guidance to the area based Adolescent Hubs. To model effective engagement with children and family members, considering the whole family and significant environmental factors, to enable the families to achieve their goals and to demonstrate positive outcomes.</p> <p style="text-align: right;">Line manage</p> <p>Adolescent Practitioners supporting all aspects of supervision, performance & development, training, development and reflective practice. Support the Team Manager with case audits and all aspects of practice and development.</p> <p>Embed the Family Safeguarding principles of earliest level of intervention, motivational interviewing and relational practice and support the development of a healthy team culture and excellent partnerships and collaboration.</p> <p>To support whole families through a strengths-based and trauma-informed approach, utilising motivational interviewing skills.</p> <p>To coordinate key support services and professionals with families, to form an engaged, active and effective Team Around the Family with clearly defined roles and expectations as per the family plan.</p> <p>Ensure casework is adequately recorded as per the team policy and procedures, including timely and accurate case notes, assessments and reports.</p> <p>Be the lead practitioner for a reduced caseload of families, maintaining positive contact and effectively managing the balance of providing hands-on support and coordinating relevant partners, as per a shared family plan.</p> <p>Ensure that children & families are not 'passed around' different services and that support and relationships are consistent and meaningful.</p> <p>Provide a range of support including one to one meeting, visiting children in the community, families in their homes, and delivering group-work.</p> <p>Be an active team member and support colleagues in their work, also to work on own safely as per local health and safety procedures.</p> <p>Supervise, mentor, develop & oversee/audit the practice of colleagues in their teams to promote safe and efficient practice and individual development.</p>
Work Context	<p>Children's Services' priority is that children and young people are safe and feel safe and confident, which in Children's Services' priority is that children and young people are safe and feel safe and confident, which means providing timely, accessible help and support to ensure they are resilient, independent and confident in their future. Early Help services work with children, young people and families in a multi-agency environment providing early help to identify and address problems before they escalate.</p> <p>Adolescent Practitioners work in a culture in which children and families are worked with respectfully, with a recognition of their diverse experiences and backgrounds and in a spirit of partnership that encourages families to develop their own solutions and to receive the help and support they need to address their complex issues.</p> <p>They work a multi-agency, multi-disciplinary service working with some of the county's most vulnerable & disadvantaged children & young people (aged 0-19 & up to 25 with SEND) & their families/carers. As a Senior Adolescent Practitioner in a hub model the post holder will be expected to work with a caseload of children, young people & families relevant to their experience and knowledge. The Adolescent teams predominantly receive referrals where the primary need relates to a child aged 10-plus, providing timely, accessible help and support to ensure they are resilient, independent and confident in their future.</p>
Line management responsibility if applicable	Able to mentor, develop & oversee/audit the practice & professional development of less experienced colleagues in their team.

Budget responsibility	N/A
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Casework Management</p> <ul style="list-style-type: none"> Take professional responsibility as directed for managing a caseload which will include individuals, children, families and carers who require support and guidance. Enable them to identify their needs and plan support to meet those needs using the full range of options, seeking advice and support where appropriate. Demonstrate confident and effective judgement about risk and accountability in decision making. <p>Assessment and Review</p> <ul style="list-style-type: none"> Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. <p>Advice and Guidance</p> <ul style="list-style-type: none"> Provide information, advice and guidance in line with current national legislation and to recognise the need for, and appropriately signpost to other agencies, services or providers. <p>Safeguarding</p> <ul style="list-style-type: none"> Understand the forms of harm and their impact on people and be able to identify safeguarding concerns. Where relevant and with support undertake assessment and planning for safeguarding. <p>Staff Development</p> <ul style="list-style-type: none"> Share and present professional knowledge and expertise with colleagues within the team. When appropriate provide professional reflective supervision to staff who are not professionally qualified. <p>Data Quality</p> <ul style="list-style-type: none"> Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. Take responsibility for working within the Directorate's data protection policies. <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, safety and welfare: Responsible for ensuring health & safety policies, procedures and legislation are fully implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p>
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> Relevant professional qualification and registration where required. Up to date working knowledge of relevant national and local policy and statutory guidance and legislation in relation to the provision of social care services. Sound knowledge of social care processes and responsibilities in line with personalisation, self directed support and person centred planning. An understanding of the principles of confidentiality and information governance and how these apply to social care. An understanding of diversity and how it affects practice. Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. Ability to write assessment documents, letters, emails and reports in a way that is clear and easily understood by anyone reading them. Ability to co-operate and work well with others, support colleagues both within and outside of the team and contribute to the successful achievement of team goals, sharing information and learning whilst supporting others. Competent in the use of basic IT skills. Competent in the use of basic numeracy skills with the ability to understand and explain basic cost information. Ability and willingness to develop effective professional reflective supervision skills to support less experienced qualified staff.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none"> Professional qualification in a child/youth or family related discipline e.g. social work, youth justice, youth work, teaching, probation; and / or a relevant degree. Extensive experience and expertise working with vulnerable young people and families/carers in the target client groups and working with multi-agency partners. Evidence of continuous training and personal development to increase skills in working with these client groups. An enhanced DBS clearance is required. Willing and able to travel around the county to meet the demands of the role, to work from different sites, and work evenings and weekends if required in line with service needs. Valid driving license and access to a car.
Role Summary	Roles at this level provide professional social work, occupational therapy and other support to individuals, children, families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. They engage with individuals, children, families, groups and communities to assess and intervene and using professional judgement employ a range of interventions promoting choice, control and independence.
Reference Number	