

Role Profile

Part A - Grade & Structure Information

Job Family Code	9PCS	Role Title	Senior Practitioner
Grade	PS9	Reports to (role title)	Team Manager Leaving Care
		Directorate	Children, Families, Learning and Communities
JE Band	314-370	Service	Corporate Parenting
		Team	Quadrant Leaving Care Teams
		Date Role Profile was created	01/12/2018

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 Practitioners will work with the Team Manager to provide positive leadership and actively contribute to the development and success of the service. They will case hold high risk young people with complex needs.</p> <p>Responsible for representing the Care Leavers Service at working groups such as participation events and at Care Council meetings and required to co-ordinate specific projects as directed by the Team manager.</p> <p>Case hold high risk young people with complex needs and provide support to young people, including asylum seekers, aged 18 – 21 years and up to 25 as assessed. The role holder may advocate for Care Leavers and sign post or recommend services.</p> <p>Carry out joint working on cases from 16 - 18 years and participate in the assessment and preparation of Pathway Plans and assessments for looked after children.</p> <p>Chair and lead the review of the 'my pathway plan' in line with the statutory requirements, including liaising with Partners (inc: other Local Authorities) for young people living outside of the County.</p> <p>Support and assist the well-being of individual care leavers previously looked after by Surrey to ensure they are supported to make the transition into adulthood to independent living.</p> <p>Advise and assist the young person in line with the functions as outlined in the young person's pathway plan.</p> <p>Support the young person to develop their confidence and decision – making capacity</p> <p>Provide information and guidance on financial capability, housing options, education, training and employment opportunities, support in finding and sustaining employment, general information about leisure, sporting and cultural opportunities to enable care leavers to enjoy and participate in</p>
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	<p>community life.</p> <p>Provide advice on basic information and assistance to develop the practical skills they will need to manage the expectations placed on them as they gradually assume the responsibilities of greater independence.</p> <p>Assess risk and complete risk assessments, including for exploitation.</p> <p>Represent the team at monthly accommodation panels to present young people requiring supported accommodation.</p> <p>Deputise for the Team Manager at meetings as a representative of the local authority and Care Leavers' Service.</p> <p>Provide training and coaching to new staff.</p> <p>Attend the looked after children's placement panels in relation to the 17 year young people approaching 18 years</p> <p>Be a representative on the interview panel for new staff</p> <p>Facilitate workshops with children services teams</p> <p>Provide support to staff on young people with high complex needs</p>
Work Context	<p>The role is based in the Care Leavers Services Team working collaboratively with other internal departments, partner organisations, agencies and/or contractors and engage with the community and volunteers.</p> <p>They are expected to visit young people living in and out of the county to complete assessments including Pathway Plan Reviews.</p>
Line management responsibility if applicable	May be required to line manage staff
Budget responsibility if applicable	May request funding in line with the current financial policy and procedures for all young people on their workload. Financial requests are based on individual need.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Risk Management</p> <ul style="list-style-type: none">• Identify opportunities and risks associated with the service and escalate / report to management.• Investigate concerns, complaints and safeguarding issues to promote satisfactory and positive outcomes and protect vulnerable members of society. <p>Service Development</p> <ul style="list-style-type: none">• Contribute towards developing professional policy, standards and procedure and / or developing and implementing team plans and monitoring and reviewing of services to enhance quality of service. <p>Planning & Organising</p> <ul style="list-style-type: none">• Undertake care planning and manage complex cases and / or take a lead on development and project work, assisting in development and improvement of services and practice in own area.• Contribute to service plans and plan staff resources to maintain operational delivery of services. <p>Finance/Resource Management</p> <ul style="list-style-type: none">• Assist with budget/resource/funding management in accordance with the council policies and procedures.

	<p>Work with others</p> <ul style="list-style-type: none">• Liaise, communicate and build relationships with other internal departments, partner organisations, agencies and/or contractors on operational issues to share knowledge or best practice and ensure quality, integrated service delivery.• Work in partnership with service users, their families/carers. <p>People Management</p> <ul style="list-style-type: none">• Line manage and/or supervise, guide, advise and mentor less experienced or non-professionally qualified staff on casework and provision of care services, making sure that staff act in accordance with procedures and good practice. Assist in the development of staff and in the timely provision of services. <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 & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none">• Relevant professional qualification and relevant registration where required and experience, or considerable experience of working within the service area.• High level working knowledge of relevant legislation, procedural frameworks and practice standards in a specialised area of practice.• Able to assess, plan and review appropriate support.• Numerate and able to advise on effective use of budgets and resources.• Competent in a range of IT tools including MS Office and database management systems.• Proven written and oral communication and interpersonal skills with good negotiation and influencing skills, and the ability to maintain effective working relationships at all levels.• High level problem solving skills with the capacity to devise and implement innovative solutions.• Able to lead team working, and use supervision to improve personal performance and practice of junior staff.• Understanding of the principles of confidentiality and information governance and how these apply to social care.• Ability to communicate with compassion and authority in challenging situations and with resistant individuals, be able to effectively engage with people in complex situations both short-term and building relationships over time.• Satisfactory DBS clearance might be required.

Details of the specific qualifications and/or experience if required for the role in line with the above description	<p>Education - Level 4 and be able to evidence considerable knowledge/ understanding of working with young people/ care leavers.</p> <p>Experience of working with unaccompanied asylum seeking young people.</p> <p>Ability to work to the reporting standards of the department: ensuring that they are structured, evidence based and in accordance with the Directorate Quality Assurance Standards.</p> <p>Detailed knowledge of current issues relating to socially excluded young people including young people claiming asylum and or subject to immigration control.</p> <p>Detailed knowledge of the relevant legislation relevant to care leavers including the Children Act 1989, Children Leaving Care Act 2004, Homelessness Reduction Act 2017, Children and Social Work Act 2017.</p> <p>Detailed knowledge of Housing legislation, Department of Work and Pensions Benefits, and Immigration Policy.</p> <p>Ability to develop and sustain good working relationships with young people including those who may be disengaged, involving them in the planning experience of running groups and workshops.</p> <p>Ability to travel around and out of the county to visit young people, and undertake some evening visits.</p>
Role Summary	<p>Roles at this level may manage a small team delivering specific front line services and/or will be an experienced professional assessing and managing a complex caseload supporting consistency and standards of practice, in a defined service or geographical area. They will require a professional qualification and experience or extensive practical experience. They usually work with a range of agencies and extended services in various settings, to provide advice and guidance to support the service user group. They will plan and ensure progress within established procedures and policy, and respond effectively to changing priorities and different situations. Forward planning could be for months ahead although the role will contribute to longer-term development. They will work largely autonomously with access to guidance from more experienced professionals.</p>

