

Job Description and Person Specification

Practice Educator (Trauma Vanguard)

Job Details	
Grade	GRD7
Service	Children in Care Service
Location	City Wide
Job Evaluation Code	A6252

About Coventry City Council

We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:

Open and fair: We are open, fair and transparent.

Nurture and develop: We encourage a culture where everyone is supported to do and be the best they can be.

Engage and empower: We engage with our residents and empower our employees to enable them to do the right thing.

Create and innovate: We embrace new ways of working to continuously improve the services we offer.

Own and be accountable: We work together to make the right decisions and deliver the best services for our residents.

Value and respect: We put diversity and inclusion at the heart of all we do.

Job Purpose

This is an exciting time for Coventry and Warwickshire who were selected in August 2021 by NHSE/I to be the West Midlands Vanguard for the Framework for Integrated Children and Young People (CYP) Care in the Community, with the aim is to improve the lives and outcomes of children and young people who have experienced complex trauma and adversity.

This is a multi-faceted role, one which requires the Vanguard Practice educator to be a Change agent, role model, trainer, and assessor. A recognised teaching qualification and knowledge of trauma is desirable, however training and support will be provided which aligns with the ethos that presenting behaviour in children and young people, when understood in the context of trauma, is normal, and should not be pathologised or medicalised.

The post holder will work closely and collaboratively with the second Practice Educator, Deputy Vanguard Lead, Consultant Clinical Lead and Vanguard partnership Lead to help drive and lead systemic and cultural change.

The post holder will be a talented, dynamic, forward-thinking individual who is responsible for developing, delivering, and evaluating high quality training to professionals from a range of sectors, including

Education, Health, Local Authorities, the Secure Estate and Voluntary Community and Social Enterprise (VCSEs) sector.

Main Duties & Key Accountabilities

Work closely and collaboratively with the second Practice Educator and Deputy Vanguard and Partnership Leads to develop, deliver, and evaluate the suite of training resources and co-ordinate the additional synchronous resources.

Knowledge of social work practice with children, including theory, government initiatives, legislation and up-to-date research.

To work as a member of a wider team of Practice educators when based in the social work academy.

Support the learning and trauma informed development of the Newly Qualified (NQSW) Social Workers within the Social Work academy

Lead on the delivery of bite size and targeted Trauma Training to teams

Deliver the Trauma Informed Train the Trainer programme, and co-ordinate and facilitate the Trauma Informed Community of Practice

Work with the ICB and partners to develop and carry out a trauma training learning needs analysis across the partnership.

Work in partnership with the Coventry City Council Positive Directions Team Leaders to oversee and support the induction of Positive Directions professionals and provide them with support required to enhance their continuous professional development. This will include annual review and updating of the resources based on evaluation, feedback and research and learning opportunities.

Demonstrate expertise in delivering evidence-based training and practice.

Take responsibility for the planning of the workforce's training delivery calendar.

Develop relationships with leads in other Vanguard areas and share best practice and learning.

Translate and present complex academic research and guidance into information that is digestible and translatable to front line practice.

Utilise knowledge of software packages such as Microsoft Teams, PowerPoint and Canva to develop interactive, engaging training materials, infographics and materials.

Lead the mentoring and development of practitioners who wish to become Trauma Informed change agents and champions within their own provider organisations.

Lead the development of awareness raising campaigns and initiatives which successfully bring the issues of trauma and adversity into both the professional and public consciousness.
Ensure that all training and campaigns, view trauma through an intersectional lens, ensuring accessibility is both applicable and relevant to all sectors and communities.
Develop and maintain relationships with academics, universities and other professionals working in the field of trauma. Supporting the advancement of knowledge, understanding and growth, attached to training and resource led materials.
Ensure that training and work is developed and delivered in alignment with quality assurance processes and governance.
Actively participate in audit processes to evaluate and review the efficacy and quality of the training, development and education that has been delivered.
Ensure that any externally sourced training does not exceed allocated training budgets.
Work with the ICB, Children's Safeguarding Partnerships, Principal Social Workers and leads in organisations to implement changes to learning environments and clinical practice where required.
Interpret and analyse complex and sensitive data and use findings to highlight areas where further learning and development is required.
Assist the Deputy Vanguard Lead to produce and maintain statistical information as required, for workforce planning, audit and funding purposes.
Maintain own continual professional practice, development and education by maximising opportunities for self-learning, attending in-house and external study days and courses as appropriate.
Actively participate in both individual and peer group supervision sessions (where applicable) offered and delivered by the Deputy Vanguard Lead.

Key Relationships

External:	
Internal:	

Standard Information

Post holders will be accountable for

- carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health &

Safety and the City Council's Workforce Diversity and Inclusion Policies. Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

- attending any training and undertaking any development activities that are identified as mandatory/beneficial to their role.
- any other duties and responsibilities within the range of the salary grade.

Responsible for

N/A

Person Specification

Requirements

Knowledge	Existing knowledge and awareness of childhood trauma and adversity
	Excellent knowledge of Children's Safeguarding and relevant legislation.
	Current working knowledge of Word, Excel, Outlook, PowerPoint
	Exemplary communication skills, verbal and written.
Experience	Experience of designing and implementing training packages, educative strategies and programmes.
	Experience of influencing and leading organisational change
	Experience of undertaking learning needs analysis
Skills And Ability	Creative, innovative and solution-focused
	Ability to work without direct supervision
	Plan and prioritise own workload
	Excellent listening, negotiating and influencing skills.
	Highly organised and able to work with autonomy.
	Ability to work under some pressure
	Ability to work with multiple sectors and overcome organisational

	barriers
	Enthusiastic and passionate.
	Ability to deal with challenges and identify sensible solutions.
	Ability to work effectively in a fast-paced working environment.
	Be willing to travel across the Coventry and Warwickshire footprint and occasionally further afield as required.
	Highly visible, friendly and approachable.
	Flexible and responsive.
	Infectiously passionate about child-led, strengths-based practice and making a difference for the most complex children, young people and families.
Qualification	Diploma Level or equivalent.
	Health & Social Care Level 5
	Trauma informed Train the Trainer
	Post Graduate Teaching Qualification (PGCE or equivalent) (desirable)