

## Job Description and Person Specification

### Senior Practitioner (Academy)

| Job Details         |                     |
|---------------------|---------------------|
| Grade               | GRD8                |
| Service             | Help and Protection |
| Location            | Friargate           |
| Job Evaluation Code |                     |

| About Coventry City Council                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <p>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:</p> <p><b>Open and fair:</b> We are open, fair and transparent.</p> <p><b>Nurture and develop:</b> We encourage a culture where everyone is supported to do and be the best they can be.</p> <p><b>Engage and empower:</b> We engage with our residents and empower our employees to enable them to do the right thing.</p> <p><b>Create and innovate:</b> We embrace new ways of working to continuously improve the services we offer.</p> <p><b>Own and be accountable:</b> We work together to make the right decisions and deliver the best services for our residents.</p> <p><b>Value and respect:</b> We put diversity and inclusion at the heart of all we do.</p> |

| Job Purpose                                                                                                                                                                                                                                                |
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| <p>To lead Newly Qualified Social Workers through reflective supervision, mentoring and assessment. Ensuring practice aligns with Assessed and Supported Year in Employment (ASYE) requirements, Social Work England standards and local expectations.</p> |

| Main Duties & Key Accountabilities                                                                                                                                                                                |
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| <p>Deputising for Team Managers. Providing ASYE supervision, assessment, support capability development, monitor learning plans, and coach Newly Qualified Social Workers to build confidence, resilience and</p> |

professional identity.

### Key Relationships

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| External: | Range of statutory and voluntary partner agencies and organisations including but not limited to Health, Education, Police, Probation, Housing, Other Local Authorities, Charities including third sector agencies, CAFCASS |
| Internal: | All service areas in Children Services, Human Resources, LADO, Adults Services                                                                                                                                              |

### 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

|            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| Experience | Carrying out a range of statutory work in childcare/child protection. Social work with complex children and families including child protection, looked after children and court work. Having completed recording/administrative procedures in line with experience. Team membership and participation in relevant supervisory and management training and working effectively with service users and carers, colleagues and other agencies. To work independently to interpret and analyse varied and |
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|                    | complex information or situations and to produce solutions in both written and verbal format. The ability to identify and respond to needs of clients which may be difficult. To use enabling approaches whenever possible. Demonstrable experience of the use of a range of evidence-based interventions to effect change with families. To incorporate research into social work practice |
| Knowledge          | A thorough knowledge of current children's legislation and national minimum standards affecting Children's Services. A thorough knowledge of Social Care provision. Knowledge of assessment methods, care management and casework methods. Understanding of equality issues, particularly within the context of delivering children's services.                                             |
| Skills And Ability | Comprehensive understanding of relevant policies, procedures, and regulations applicable to the role.                                                                                                                                                                                                                                                                                       |
|                    | Ability to manage multiple priorities and deadlines while maintaining high standards of accuracy and quality.                                                                                                                                                                                                                                                                               |
|                    | Commitment to continuous professional development and staying updated on advancements in the field.                                                                                                                                                                                                                                                                                         |
|                    | Ability to independently manage a complex workload with appropriate supervisory input.                                                                                                                                                                                                                                                                                                      |
|                    | Basic ability to use appropriate information technology software packages.                                                                                                                                                                                                                                                                                                                  |
|                    | Able to recognise when to use statutory or professional authority, applying it sensitively and responsibly, with clear understanding of the agency's role.                                                                                                                                                                                                                                  |
|                    | A commitment to working in an anti-discriminatory and non-judgemental manner.                                                                                                                                                                                                                                                                                                               |
|                    | Able to offer professional supervision to social workers and other staff, as required, including matters of staff development and performance                                                                                                                                                                                                                                               |

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| Qualification        | Dip SW, CSS or CQSW, or a CCETSW validated equivalent from another country. Social Work England Registered                                  |
| Special Requirements | Appointment to this post is subject to a satisfactory DBS check, as it is exempt under the Rehabilitation of Offenders Act 1974 legislation |