



Coventry City Council

## Job Description

<b>Job Title:</b>	WMTP – Practice Lead - Consultant Social Worker	<b>Job Number:</b>	
<b>Service:</b>	Children's Services	<b>Grade:</b>	8
<b>Location:</b>	West Midlands		

### Our values:

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.

### Job Purpose:

To operate as one of the 2 sub-regional Consultant Social Workers for the West Midlands Social Work Teaching Partnership. The role involves working within sub-regions of the West Midlands supporting local employers across children's and adults' services and their local universities to ensure the objectives of Teaching Partnership are met.

1. To play a pivotal role in the development and progression of the West Midlands Teaching Partnership. You will work closely with the 15 Local Authorities, 3 Trusts and 9 Universities who are partners within the West Midlands Teaching Partnership.
2. To provide a close practice-based relationship with research and teaching across the West Midlands Teaching Partnership.
3. To lead on specific projects to improve practice and support the West Midlands Teaching Partnership's activities, which are aimed at developing and supporting high standards of social work practice throughout the region.
4. To work productively as part of a small team to drive change and improvement within the region's social work to ensure that the West Midlands Teaching Partnership achieves its stated aims and objectives.
5. To work closely with the Local Authorities and the Universities to engage and build capability amongst social work practitioners and practice leaders in academic teaching and research and to facilitate and build capability amongst academic staff for closer engagement in practice.

### Main Duties and Responsibilities:

1. To develop positive working relationships with partner agencies within the Teaching Partnership which support practice development and innovation. This will include identification and definition of current and future workforce needs, development and implementation of identified workforce strategies and support for the delivery of high-quality learning and development interventions.
2. To provide practice leadership, influence and support to the Teaching Partnership's strategic

developmental aims and promote innovation across the region. This will include assisting in areas of improvement for practice standards within the region.

3. To work across organisational partnership boundaries, to develop and deliver the Teaching Partnership's activities and key priorities across Adults and Children's social work in the region and to ensure that an integrated approach is developed and maintained to supporting change.
4. To support the Partnership Programme Manager to ensure that the Teaching Partnership activities are embedded and coordinated locally so that progress and outcomes are timely and effective.
5. To work collaboratively and respectfully with all staff from partner Local Authorities and Universities to support the management and implementation of change across the region.
6. To work closely with any evaluation process to ensure learning from the Teaching Partnership is captured and shared for the benefit of partners and the wider social work profession. This will include data collection and analysis to further the process.
7. To develop and maintain a thorough working knowledge of the context, current policy, legislative and practice directions for social work across Adults and children's services.
8. To undertake personal professional development in social work practice, research and teaching, including self-reflection, using service user, student and peer review feedback, to enhance own teaching and learning processes.
9. To provide expertise and professional excellence within a specified practice area, acting as a resource to the Teaching Partnership to develop practice, engage in research and evaluate practice standards.
10. To comply and meet the requirements of the Professional Capabilities Framework at the Advanced Social Worker level, as well as working to the Knowledge and Skills statements across both services. This will include facilitating learning and development, managing the interface between Local Authorities and Universities, and contributing to research and practice development.
11. To show capacity to work independently and plan own work to ensure the meeting of defined objectives.
12. To undertake any other duties and responsibilities within the range of the salary grade.
13. To ensure compliance with legal, regulatory and ethical requirements

---

The post holder must comply with Coventry City Council's health and safety policy and in particular is required: -

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety

training as required

- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

**Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

**Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

**Responsible for:** N/A

**Responsible to:** Programme Partnership Manager

**Date Reviewed:** September 2021

**Updated:** September 2021



Coventry City Council

## Person Specification

<b>Job Title:</b>	WMTP – Practice Lead - Consultant Social Worker	<b>Job Number:</b>	
<b>Service:</b>	Children's Services	<b>Grade:</b>	8
<b>Location:</b>	West Midlands		

Area	Description
------	-------------

<b>Knowledge:</b>	<ul style="list-style-type: none"><li>Detailed understanding of the current context for social work education and continuing professional development.</li></ul>
	<ul style="list-style-type: none"><li>Knowledge of professional standards, ethics and values.</li></ul>
	<ul style="list-style-type: none"><li>Knowledge of research application to practice.</li></ul>
	<ul style="list-style-type: none"><li>Extensive knowledge and experience of children's and/or adults social work across a variety of teams and agencies.</li></ul>

<b>Skills and Abilities:</b>	<ul style="list-style-type: none"><li>Ability to develop and maintain a range of relationships/partnerships that support collaborative working and evidence mutual respect, trust and confidence.</li></ul>
	<ul style="list-style-type: none"><li>Experience of building and managing credible stakeholder relationships with managers and staff from varying professional backgrounds and organisations</li></ul>
	<ul style="list-style-type: none"><li>Ability to work effectively within a project environment working flexibly to support the achievement of key activities.</li></ul>
	<ul style="list-style-type: none"><li>Able to lead on local / regional initiatives that drive improvement to social work education and/or practice.</li></ul>
	<ul style="list-style-type: none"><li>Outstanding communication skills, including report writing and the ability to communicate complex information simply.</li></ul>
	<ul style="list-style-type: none"><li>Evidence of sharing knowledge and skills with others</li></ul>
	<ul style="list-style-type: none"><li>Strong facilitation skills including the ability to relate well with others and adapt style and design as needed</li></ul>
	<ul style="list-style-type: none"><li>Excellent verbal and written communication skills, with the ability to convey ideas and present complex information in a clear and simple way</li></ul>
	<ul style="list-style-type: none"><li>Ability to collect, collate and analyse data, write and present reports clearly and accessibly to a range of audiences</li></ul>
	<ul style="list-style-type: none"><li>Able to work autonomously and effectively using own initiative, working under pressure, to tight deadlines and of organising and prioritising workloads</li></ul>



Coventry City Council

	<ul style="list-style-type: none"> <li>• Ability to work across organisational boundaries to achieve objectives whilst facilitating partnership working with key stakeholders.</li> </ul>
	<ul style="list-style-type: none"> <li>• Excellent IT Skills – Word, Excel and PowerPoint</li> </ul>
	<ul style="list-style-type: none"> <li>• Capable of independent travel to meet the requirements of the post</li> </ul>

<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Experience of working with multiple partners, whilst managing competing priorities to achieve a stated aim.</li> </ul>
	<ul style="list-style-type: none"> <li>• Experience of working independently and using own initiative to deliver project outcomes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Experience in support the learning and development activities of social work students and practitioners.</li> </ul>
	<ul style="list-style-type: none"> <li>• Experience in undertaking and disseminating contemporary social work research in practice.</li> </ul>
	<ul style="list-style-type: none"> <li>• Experience in leading on and supporting learning events.</li> </ul>

<b>Educational:</b>	<ul style="list-style-type: none"> <li>• Master's degree or BA Degree in Social Work or any other recognised Social Work qualification.</li> </ul>
	<ul style="list-style-type: none"> <li>• PQSW Award in Social Work or evidence of CPD</li> </ul>
	<ul style="list-style-type: none"> <li>• Full Practice Educator Award or Adult Learning Qualification.</li> </ul>
	<ul style="list-style-type: none"> <li>• Current Social Work England registration.</li> </ul>

<b>Special Requirements:</b>	<ul style="list-style-type: none"> <li>• Ability to be co-located with a partner organization</li> </ul>
	<ul style="list-style-type: none"> <li>• This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).</li> </ul>

**Date Reviewed:**

**Updated:** September 2021