



Coventry City Council

Job Description

Post:	Restorative Practice Lead – Social Work	Job Number:	A5653
Service:	Children's Services	Post Number:	
Location:	BGH but citywide role	Grade:	8

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 lead the development of and embed Relationship Based and Restorative based Practice across Children's Services, in line with Signs of Safety and in accordance with the governance arrangements around this project.

The role will empower and develop Children's Services Practitioners to develop and embed Relationship Based and Restorative based Practice, where children are held at the heart of all we do, and families are valued.

The role will support to develop practice and innovate in practice, to enable Coventry to flourish and become an employer of choice and enable practice to be held in the highest regard.

The role will be based across children's services and will support to deliver an effective service to children and families in accordance with relevant policies and procedures and aligned with the Programme Delivery Plan.

The role will be required to work collaboratively to ensure the Council's vision of enabling families through restorative and relational practice.

The post holder will be required to lead, model and develop excellent practice in line with evidence-based practice, research and learning underpinned by the Post qualifying KSS knowledge and skills statements.

The role will be to develop practice in manner that put families at centre, that is supportive, fair, respectful, non-judgemental and anti-oppressive.

The role will enable practice in Coventry to flourish so children and families are supported to remain together where it is safe for them to do so and a key role in improving the outcomes for Coventry children.

Main Duties and Responsibilities:

- To develop and deliver bespoke learning and training to enhance individual, teams and service areas to develop good practice and performance.
- To develop relationship Based and restorative based practice in line with the Signs of Safety framework
- To provide appropriate challenge to practice, ensuring focus is always on the child.
- To work with the Family Valued Programme Co-ordinator to support the service development plan, including the development and delivery of Action Learning groups, workshops and bespoke training sessions.
- To play a critical role in the evaluation into the effectiveness of the quality of the work delivered through the project, including the effectiveness of lead professionals and relevant partners who undertake the full range of statutory social work tasks across the spectrum of need and in the most complex of cases for children in need and their families.
- To support multi-disciplinary teams around the child to ensure an integrated approach to safeguarding and child protection in order to establish high quality services across the service; to be committed to consistency through a cycle of audit and feedback.
- To establish, develop and deliver best practice collaborative working with multi-agencies, including integrated working with key partners.
- To lead in an area of expert practice, developing the knowledge and skills base and disseminating that expertise across the service.
- To provide high quality mentoring and reflective supervision to a range of staff; achieve an appropriate balance between reflective case practice and accountability for performance standards.
- Take the lead on designated policy tasks, as negotiated with line manager. This will include maintaining up to date knowledge of policy and legislative developments. The development of policy positions will also include consulting with staff, including service users, writing and editing responses and articles, giving presentations and other relevant activities.
- To ensure up-to-date, accurate and accountable recording of work.
- To maintain and disseminate an excellent understanding of current research, evidence-based practice guidance, legislation and case law relating to children and families; to build and maintain a shared resource of materials adhering to excellent resources.
- To formulate, implement, review and adapt training materials for staff and service-users; to co-produce and strive for excellence and support with the strategic goal of practice improvement; including implementing and contributing to reviewing relevant policies and action plans consistent with the Council's goals and values.
- To promote and demonstrate the meaningful participation of children & families. As well as facilitate and co-ordinate communication with service-users, relatives, members of staff and allied partners in accordance with clear models and approaches being embedded in the Council.
- To support in the assessment for Newly Qualified Social Workers as required.
- Be proficient in the use of data and audit, producing analytical reports and identify learning and actions required to drive improvements in service delivery. Provide regular reports to the Children's Services Leadership Team on the quality of practice as well as to drive and support the implementation of new policies and practices.
- Ensure that you work in line with all the Council's policies and procedures and ensure that you are aware of your obligations under these.
- Behave according to the Employees' Code of Conduct and ensure that you are aware of your obligations and responsibilities re: conflicts of interest, gifts, hospitality and other matters covered by the Code.
- Carry out your role in line with the Council's Equality agenda.
- To comply with health and safety policies, organisational statements and procedures, report any incidents / accidents/ hazards and take a pro-active approach to health and safety matters in order to protect yourself and others.
- Any other duties of a similar nature related to this post that may be required from time-to time.

- You are required to safeguard and promote the welfare of children for whom you have responsibility, or with whom you come into contact, to include adhering to all specified procedures.
- This post is deemed to be a 'Customer Facing' role in line with the definition of the Code of Practice on the English language requirement for public sector workers.
- This post is subject to an enhanced disclosure. The successful applicant will be subject to the relevant vetting checks before an offer of appointment is confirmed. Following appointment, the employee will be subject to rechecking as required from time to time by the Council.
- The post does require you to be registered with Social Work England Regulatory Body
- Any other duties and responsibilities within the range of the salary grade.

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:

Responsible to: Family Valued Programme Manager

Date Reviewed: March 2021

Updated: March 2021



Coventry City Council

Person Specification

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Area	Description
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Knowledge:	<ul style="list-style-type: none">Substantial experience of working with children, young people, families, carers and communities.
	<ul style="list-style-type: none">Relevant post qualifying experience in Children's Statutory Services.
	<ul style="list-style-type: none">Relevant experience of effectively managing the most complex cases with little requirement for support and being responsible for decision making and meeting timescales.
	<ul style="list-style-type: none">Working knowledge of the relevant current legislation.
	<ul style="list-style-type: none">Knowledge of Relationship Based Practice.

Skills and Abilities:	<ul style="list-style-type: none">Ability to form effective working relationships with users of the service, to help clarify and express their needs and contribute to service planning.
	<ul style="list-style-type: none">Ability to monitor the understanding of others and take corrective action if required.
	<ul style="list-style-type: none">Demonstrate the ability to undertake and manage expert and effective practise and caseloads in complex situations.
	<ul style="list-style-type: none">Ability to work closely with others and carry out effective joint assessments.
	<ul style="list-style-type: none">Ability to use initiative and make decisions within policy and procedure, but without reference to a manager.
	<ul style="list-style-type: none">Ability to use the opportunities at formal supervision effectively and work effectively as a team member.
	<ul style="list-style-type: none">Ability to use best evidence to support staff and service-users build capacity in line with strategic goals for excellent service.
	<ul style="list-style-type: none">Willingness to engage in national forums and contribute to discussions as a centre of excellence for children.
	<ul style="list-style-type: none">To be IT literate, capable of using Microsoft packages and use case management systems with confidence.
	<ul style="list-style-type: none">Ability to communicate both orally and in writing to a wide range of audiences (including ability to write clear and concise reports and presentations).
	<ul style="list-style-type: none">Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet strict deadlines.



Coventry City Council

	<ul style="list-style-type: none"> • Ability to source, integrate and present complex information from reliable sources (such as research) to lead evidence-based change.
	<ul style="list-style-type: none"> • Show excellent leadership skills in the sourcing, processing, presenting and action-planning of practice change by building and engaging with partners and networks within and outside of the Council as appropriate.
	<ul style="list-style-type: none"> • Ability to apply learning and research to practice and empower others to follow

Experience:	<ul style="list-style-type: none"> • Experience of undertaking assessments, planning and reviews in both court and within statutory social work settings including the single assessment and analyse information gained to inform risk assessments.
	<ul style="list-style-type: none"> • Experience of chairing a range of meetings and panels.
	<ul style="list-style-type: none"> • Experience of quality assurance and effective closure of own and others casework.
	<ul style="list-style-type: none"> • Experience of developing, contributing and implementing strategies, policies and service procedures and ensuring compliance.
	<ul style="list-style-type: none"> • Experience of implementing cultural and strategic change in services, across teams.
	<ul style="list-style-type: none"> • Experience of undertaking assessments, planning and reviews in both court and within statutory social care setting including the single assessment and analyse information gained to inform risk assessments.
	<ul style="list-style-type: none"> • Experience of chairing a range of meetings and panels.

Educational:	<ul style="list-style-type: none"> • Professional Social Work Qualification (e.g. Degree, DipSW, CQSW as relevant) with substantial experience practising as a social worker/practitioner.
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Special Requirements:	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).
	Enhanced DBS check required, and 3 yearly re-checking process will be undertaken
	The ability to communicate at ease with service users and provide advice in accurate spoken English
	Registered with Social Work England
	Capable of independent travel to carry out the requirements of the post
	Suitability to work with children.