

Job Description

DIRECTORATE:	Social Services and Wellbeing
DEPARTMENT:	Children's Social Care / IAA & Safeguarding Team
POST:	Senior Practitioner – IAA & Safeguarding
GRADE OF POST:	GR13
RESPONSIBLE TO:	Team Manager – IAA

JOB PURPOSE:

To undertake Care and Support Assessments and to quality assure the work of other team members.

To act as the key decision maker at the point of initial contact as part of the Information, Advice and Assistance arrangements as specified within the Social Services and Well Being (Wales) Act 2014.

Participate in the functioning of Bridgend's Multi-Agency Safeguarding Hub (MASH).

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Working with families within complex situations, providing a co-ordinated response to identified needs and concerns. This will include undertaking Assessments where required to determine eligible needs.
- Acting as the key decision maker at the point of initial contact to the Information Advice and Assistance Service in MASH.
- Line managing, advising, and providing professional consultation/mentoring to social workers, unqualified staff and social work students.
- Developing the skills and knowledge base of the team, identifying training and development needs as required.
- Contributing to service delivery, practice standards and overall performance of the team.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training and development activities.
- Working with families with complex situations and providing a strong response to identified needs and concerns. This will include:
 - Care and Support Assessments.
 - Child Protection investigations and care planning and review.
 - Services to children who are looked after.
 - Other complex care and support work as required.
 - Care Proceedings
- Chairing and participating in multi-agency meetings
- Deputising for the Team Manager as and when required.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#).

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Senior Practitioner – IAA & Safeguarding

The following attributes represent the range of skills, abilities, and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • A recognised social work qualification e.g., CQSW, CSS, Dip SW, Degree in Social Work, and registration with Social Care Wales. 	Yes	Production of original Qualification Certificates and application form.
Knowledge & Experience	<ul style="list-style-type: none"> • A minimum of three years post qualifying experience in Children's services. • Knowledge of Social Services legislation and its relevance to Children's Services. • Knowledge skills in investigation and child protection / assessment/care management procedures, information systems and quality assurance issues. • Experience of working with children and families who have complex needs, which require a high level of expertise to be met. • Experience of participating in programmes designed to develop the skills of staff e.g., monitoring, supervising students, support staff. • Experience of supervising, mentoring and/or managing staff. 	Yes Yes Yes	Interview, application form and selection process.
Skills & Personal Qualities	<ul style="list-style-type: none"> • Ability to make decisions appropriately. • Excellent skills in investigation and assessment. • Capacity to problem solve whilst working under pressure. • Ability to provide constructive working relationships with colleagues and other agencies. • Good interpersonal and communication skills, including face to face communication and written work. 	Yes Yes	Interview, application form, and selection process.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Skills & Personal Qualities (Continued)	<ul style="list-style-type: none"> • Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer-based records in line with government requirements • Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviour. • Ability to demonstrate a commitment to protecting children and young people and valuing diversity and respect for others language, religion, and culture. • Ability to present reports and information in an articulate manner. • Ability to comprehend complex information. • Ability to think clearly and demonstrate good organisational skills • Ability to define and achieve targets. • Driving license with access to vehicle. • The ability to communicate through the medium of Welsh. 	Yes Yes Yes	Interview, application form, and selection process.