**Manchester City Council**

**Role Profile**

**Advanced Practitioner Children’s Social Care, Children and Families Fostering Service**

**Reports to: Team Manager Job Family: People Care & Support (Direct Provision)**

**Our Vision**

Our vision for all children and young people in the city is to have a safe, happy, healthy and successful future. We are passionate about children and young people:

● Living in stable, safe and loving homes;

● Safely reducing the number of children who require statutory services;

● Having the best start in the first years of life and;

● Helping children achieve their full potential.

Our vision is supported by Our Manchester Behaviours which drives our partnership with other services to ensure our ways of working and passions for the City and outcomes for Our Children and their families is delivered through a collaborative approach.

**Our Vision for You and Your Role**

You will achieve the best possible positive outcomes for children and young people across your service by modelling, directing and supporting the work of the team and service through a collaborative approach to all work with children, young people and foster families.

You will be accountable for the quality of practice, setting standards and creating the conditions required for successful social work by motivating, nurturing and mentoring staff. Key to the role is the capacity to encourage and promote effective relationships and communication between individuals across the service and with partner agencies.

You will be required to work within a specific and named area of service delivery, with the purpose of establishing and modelling best practice. You will be expected to develop staff by supporting their learning and helping staff consistently understand the connection between the quality of professional practice and ensuring good outcomes for children and their families.

**Your Duties and Key accountabilities**

1. Undertaking direct work with children, young people and their foster families, focusing on particularly complex problems which require advanced practice skills.

2. Hold a smaller, complex caseload which may include co-working cases with other workers within your team to assist with their learning and development. Modelling best practice in assessment, demonstrating effective analysis, decision-making, planning and review.

3. Undertake a range of complex assessments including Form F assessments, Investigation Reports risk assessments and support others by co-working or mentoring.

4. Supervising individual students and undertaking the Practice Educator Role.

5. Provide additional support in the induction and training of staff including ASYE and other workers with identified development needs.

6. Take a lead role in group supervision with your team and promote team culture through the delivery of workshops and training, supporting reflective practice, promoting evidence based practice informed by current research, undertaking dip samples and other quality assurance work.

7. Undertake responsibility for managing specific aspects of practice in the absence of the Team Manager.

8. Ensure that a Signs of Safety approach is applied to an excellent standard and ensuring a child focussed service that incorporates the voice of the child.

9. Prepare, attend and chair where applicable a range of meetings and decision making forums on specific cases as required. This will include chairing Disruption meetings, planning meetings and attending LADO meetings.

10.You will identify the impact that social and environmental factors have on carers ability to promote good outcomes for children. This will include expert knowledge in factors that impact care giving and our strategies to combat difficulties - examples of this are:

● Secure Base framework;

● Quality of Practice using Our Golden Threads;

● Loving Homes for all children using our Permanence Framework.

11.You will have the ability to communicate clearly and sensitively with children of all ages and abilities drawing on a range of evidence based communication methods to enable them to share their wishes and feelings and capture their voice.

12.You will model clear, concise recording and written reports which evidence clear analysis and demonstrate defensible decision making at all times.

13.Understand the family justice system and how relevant regulation and statutory guidance relates to the law and carry out all duties with due regard to confidentiality and data protection regulations and legislation. Understand Fostering Reglations and Care Planning Regulations and comply with our statutory functions.

14.In conjunction with the team manager deliver performance management and service improvement and bring the team with you to perform to the best of their ability.

15.Provide support, guidance and direction to team members and undertake core team management tasks in the absence of the team manager.

16.Through personal example, open commitment and clear action, ensure diversity is positively valued. Be part of our Locality Leadership approach and forge local links to promote outcomes.

Personal commitment to continuous self development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.