

Job Description

Job Title: Practice Learning Reviewer	Service Area: Children's Services- Quality Assurance	
Directorate: Children and Young People Directorate – Children's Social Care and Safeguarding	Post Number: 38440, 38443, 38441, 40138, 38442	Evaluation Number: TBC
Grade: PO7	Date last updated: March 2021	

Overall Purpose of Job

1. To achieve improvement in services for children in need, at risk of significant harm and looked after. To work with Social Workers, Practitioners and Practice Leaders providing the scrutiny, challenge and expertise that drives improvement via our collaborative audit approaches.

2. To work with all partner agencies and other stakeholders and act on behalf of the council to achieve improvement in the delivery of services in children's social care that impact upon achieving improvement across Children's Social Care

3. To provide a service which challenges discrimination on the basis of race, gender, religion, sexual orientation or disability, which respects children's rights, views and feelings, and which helps parents care for their children safely at home and in their own communities where this does not endanger the well-being of a child

4. To provide professional/expert advice and consultation on a range of child protection and looked after children issues.

5. To contribute to the effective operation of the Quality Assurance service

To contribute to and act on behalf of the council in the effective operation of the Inspection Preparation Sub Group of the Local Safeguarding Children Board including attending meetings and providing reports as appropriate.

Job Context

There has never been a more exciting time to be a social worker in Newham. Newham has a young and diverse population, and is a dynamic and exciting place to work – it has recently seen an impressive investment in services for young people, and is the first borough in London to establish a Children and Young People's Commissioner. Newham is ambitious to become the best place for Children and young people, through the 'Towards a Better Newham' programme led by our elected Mayor. 2021 will be the Newham's Year of the Young Person, when we will celebrate the achievements and aspirations of children and young people across the borough.

Our ambition is to make Newham a 'Centre of Excellence' in Children's Social Care by 2023. Critical to achieving this goal is to invest in our workforce. This means recruiting, developing and supporting outstanding social workers. We have developed a clinical team of systemic experts to support you in your practice, and a social care academy to support your on-going professional development.

We are building a culture of openness, transparency, and accountability, where everyone feels valued and empowered to make a positive impact in families' lives. Our new 'Newham Together' [practice model](#) is based on a relational and systemic approach, with a focus on building purposeful relationships with families. You will be offered opportunities to undertake training in systemic practice.

Join us on our journey to make Newham the best place for children and young people - a 'Centre of Excellence' in Children's Social Care by 2023!

The Practice Learning Reviewers will be experienced senior social workers or team managers with a proven track record of practice improvement and experience of auditing within a quality assurance framework. Working to the Quality Assurance and Learning manager, they will actively collaborate to embed practice standards, drive service improvement and support operational teams and partner agencies to use quality assurance activity to assist in improving outcomes for children. The post holder will be confident in their use of data to inform improvement activity and have experience of developing and delivering a range of quality assurance activities and tools.

Key Accountabilities

- The post is based within the Quality Assurance service and is accountable to the Quality Assurance and Learning Manager
- The post holder has no line management responsibility; however will be required to provide consultation, practice expertise, scrutiny and challenge to social workers, practitioners and Practice Leaders on complex cases and service delivery.
- The post holder has no budgetary responsibility.

Key tasks and Responsibilities

Key tasks and responsibilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

1. To be a role model for the values of the organisation which include, putting children first delivering excellent social work practice, valuing difference and diversity and striving for continuous improvement.

- The post holder leads by example at all times.
- Demonstrates and provides consultations to Service Managers, Unit Practice Leaders and social workers on the knowledge and skills for child and family social

workers and supervisors as defined in the Department for Education KSS statements 2015.

- Provide sound information and expertise to others across CYPS and shares with others the experience, knowledge and demonstrable skills upon which it is based.
- Provide firm evidence to support the judgements you reach.

2. To implement practice improvement frameworks within all aspects of Social care.

- To participate in the development and implementation of the Council's child care and child protection procedures.
- To ensure practitioners at all levels across Early Help and Children's Social care are prepared for Ofsted inspection
- To ensure the delivery of the quality assurance framework across Early Help and Children's Social Care.
- To Design, conduct and drive the delivery of a range of quality assurance activities and tools that support staff in raising practice standards
- Develop, deliver and be key drivers and role models in the use of practice observations in the improvement journey.
- Prepare and deliver training activities on aspects of the quality assurance framework
- Contribute to the preparation and completion of thematic quality assurance reports
- Contribute to the preparation and completion of improvement plans based upon findings from qualitative and quantitative data.

4.To provide the function of a 'critical friend' to practitioners across all levels of Early Help and Children's Social Care and hold others to account when acting at all times in the interest of children.

- Establish collaborative relationships with practitioners at all levels of the organisation that serve as a basis for providing critical challenge and support in bringing about change.
- Work with practitioners at all levels of the organisation to identify and build upon strengths

- Escalate issues to senior managers when practice is seen not to meet the required standard and when improvement is not happening

5. To drive and support others in meeting the knowledge and skills of social workers and supervisors, including systemic ideas, to improve practice

- Prepare and deliver training activities on the knowledge and skills of child and family practitioners and supervisors including systemic ideas with a focus on using them to build upon good practice and identify areas for improvement.

6. To measure the impact of practice delivery on achieving best outcomes for children and their family by increasing the amount of service user feedback being sought and assuring its reflection in service delivery and improvement.

- Contribute to the design, delivery and drive of the service user feedback element of the quality assurance framework by developing and delivering mechanisms that ensure that service users' experiences are routinely sought and reported and supporting other social practitioners to do so.

In addition to the above, the post holder will be expected to have developed expertise to enable them to:

- Deputise for the Quality Assurance and Practice Learning Manager
- To assist with key service work-streams which promote an integrated approach and multi-disciplinary working.
- To carry out other duties, within the competence of the post holder, as may be reasonably required from time to time.

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Personal Specification



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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
<p>QUALIFICATIONS:</p> <p>Recognised social work qualification</p> <p>HCPC registered</p> <p>Evidence of continuing professional development in line with the Knowledge and Skills for Child and Family Social Workers and Practice Supervisors</p> <p>An accredited qualification in Systemic Practice is desirable.</p> <p>KNOWLEDGE:</p> <p>Advanced level of Knowledge and understanding of child care legislation and statutory guidance including the London Child Protection Procedures, Children Acts 1989 and 2002 and 200</p> <p>Knowledge and understanding of systemic theory and concepts and a commitment to applying these in practice.</p>	<p>Application Form/Documentation</p> <p>Application Form/Documentation</p> <p>Application Form /Documentation</p> <p>Application Form</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>

<p>Advanced level of Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors.</p> <p>Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities.</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
<p>EXPERIENCE:</p> <ul style="list-style-type: none"> • A minimum of 2 years' . Experience of supervision of social work staff. • Experience of child protection and looked after children work with families in a local authority social services/social care department, NSPCC or other relevant agency.Experience of direct work with children and families <p>Able to recognise what good practice looks like and demonstrate how they have delivered practice at that level.</p> <p>Experience of undertaking quality assurance/service improvement frameworks and/or carrying out quality assurance activities such as audits and practice observations.</p>	<p>Application Form</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application/interview</p> <p>Application/Interview</p>
<p>SKILLS AND ABILITIES:</p> <p>Is able to take responsibility and demonstrate commitment to improving outcomes for children and their family.</p> <p>Is able to coach staff to support their development and promote good practice.</p>	<p>Application form/ Interview</p> <p>Application form/interview</p>

<p>Ability to prepare effectively and meet deadlines including the delivery of presentations and written reports that include analysis and professional judgements</p> <p>Respects and appreciates diversity and promoting an understanding of diversity issues in social work practice.</p>	<p>Application Form/Interview/Test</p> <p>Application form/interview</p>
<p>PERSONAL STYLE AND BEHAVIOUR: Leads by example and role models effective behaviour</p> <p>Inspires others by creating a motivating and energetic context within which practitioners are driven and supported to improve.</p>	<p>Interview</p> <p>Interview</p>
<p>OTHER SPECIAL REQUIREMENTS:</p> <p>This post is subject to an enhanced DBS check.</p> <p>This post is exempt from The Rehabilitation of Offenders Act (1974).</p>	<p>Application Form/Interview</p> <p>Satisfactory clearance at conditional offer stage</p>