



Job Description

Directorate	Families and Wellbeing
Service	Children's Social Care

Post details	
Job title	Senior Practitioner
Grade	9
Location of work	As required across all work locations within Warrington Borough Council and outside the geographical area as required through service provision
Directly responsible to	Team Manager
Directly responsible for	Social Workers, ASYEs, students
Hours of duty	37 per week
Primary purpose and scope of the job	
<ul style="list-style-type: none">• To provide a statutory social work service to children and families working within local and national guidance and legislation.• To embed and adopt our systemic model of practice rooted in relational work with families, which emphasizes people's relationships as key to understanding their experiences.• Use evidence based interventions to instigate change to improve outcomes for vulnerable children and families.• To support the team manager by providing direct supervision to a small number of social workers, working alongside and with these workers to support them with complex case work where required. To support the wider team, for example through peer mentoring and group reflective supervision.• To deputise in the team managers absence on his / her behalf.	
Working Relationships	

The following list is not exclusive but represents the majority of services/personnel that the post holder will be expected to have working relationships with, some more frequent than others:

- Children, young people and their families/carers.
- Conference and Review Managers, Team and Service Managers, staff with particular responsibility for a service area e.g. legal officers, fostering, adoption
- Partners in other Divisions within the Directorate.
- Partners in other Council Directorates, particularly legal services, housing advice.
- Partners in Health Trusts, particularly those with responsibilities in working with children and families such as midwives, health visitors, named nurses, etc.
- Partners in criminal justice agencies such as the Police Service, Probation Area, and Youth Offending Team.
- Partners in voluntary sector services, particularly those services that have contractual relationships with the Division.
- Leadership team of Families & Wellbeing, Director of Children's Services, Operational Directors, Heads of Service and other Senior Officers within the Council. Elected members.

Key Tasks and Responsibilities

1. Consistently model good and outstanding social work practice and skill to social workers on the team and across the service.
2. Consistently model high quality social work by: identifying and managing risk, being curious and analytical, hypothesising, building strong relationships and using evidence-based interventions to help families change.
3. Hold a small complex case load ensuring statutory requirements are complied with.
4. Provide support and guidance to other social workers on the team, supporting the Team Manager to ensure the effective support is in place for great social work practice to flourish.
5. Take responsibility for decisions in case work consistently demonstrating confidence in rational decision making.
6. Create good learning opportunities for social workers through appreciative enquiry of seriously successful cases, or cases that have caused concern.
7. Share specialist knowledge and experience with others as opportunities arise.
8. Support social workers to apply the practice models they have learnt (systemic approach) in case discussions and work with children and families.
9. Regularly observe social workers in their direct work with families, giving developmental feedback. Support our wider quality assurance framework and engage in learning and development opportunities.

10. Support the Team Manager in the day to day management responsibility for the team, deputising in their absence.
11. Support Team meetings which: incorporate systemic thinking about family cases, encourage social workers to hold multiple hypotheses, encourage peer challenge and critical reflection in decision making.
12. Hold regular one-to-one supervision sessions with social workers you are responsible for, encouraging reflexive practice and self-awareness.
13. Where performance issues arise, you will address these in a professional way, holding high standards whilst supporting social workers to resolve issues.
14. Support the Team Manager with workflow and allocation of case work coming into the Team.
15. Contribute towards wider service planning within the local authority, thinking about how our social work model and ethos can contribute towards developments in practice across the local authority.
16. Respond and liaise with the public, professionals and colleagues using appropriate methods of communication, recording as required on the appropriate system.
17. To take responsibility for own continuing professional development, maintaining an up-to-date and accurate record of activities in line with requirements of the social work regulator.

Review Arrangements

The details contained in this job description reflect the content of the job at the date it was prepared; however, it is inevitable that over time, the nature of the jobs may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Alexandra Woods
Role	Head of Service Family Help and Protection
Date	1/06/25