



Post Title: Advanced Social Work Practitioner

Grade: I

Job Purpose

The role is responsible for providing social work support for children, young people and families, the A Worker will hold the more complex cases referred to Children's Services. Given the expertise this role requires, the post holder will be an experienced social worker who has undertaken continuous professional development.

This role will include undertaking a range of assessments, visiting children and their families, carrying out interventions, reviewing the work undertaken, direct work with children, young people and families and any other work identified as necessary. All of this must be based on best evidence and good practice, prioritising the best interests of children and young people.

An Advanced Social Work Practitioner will hold a complex case load that will include children who are at high risk, high need, looked after children, a range of high profile court work and will undertake specialist assessments and interventions as required. This list is not exhaustive.

An Advanced Social Work Practitioner is a critical role within the team as they offer mentoring, coaching, support and practice expertise to other less experienced team members.

An Advanced Social Work Practitioner operate in all of Children's Services teams ensuring consistent professional standards and flexibility in meeting the diverse needs of children, young people, and families.

Service Leadership Expectations

As a service leader you will be expected to demonstrate our core behaviours, built around four central themes:

- **Leading People:** by building high performing teams, empowering and motivating others and being a role model for the organisation and its values.
- **Equality Diversity & Inclusion:** by creating a culture of respect and inclusivity in the services we provide and embedded within our workforce. Ensuring Equality, Diversity and Inclusion, are fully considered in all our decisions and we give due regard to advancing equality.
- **Change & Innovation:** by driving change and a culture of continuous improvement, exploring new and innovative ways to design and deliver our services.
- **Collaboration:** by working across boundaries, building relationships and creating joined up services to deliver the best outcomes for the people of our city.

Specific Duties



1. Actively promote and embed Equality, Diversity and Inclusion through all actions and in accordance with the organisation's EDI Strategy and objectives.
2. Ensure good financial management and assist in maintaining financial sustainability by adhering to the Council Financial Accountabilities Framework and Financial Regulations.
3. Contribute to our corporate responsibility in relation to climate change by taking action and limiting the carbon impact of activities within your role and championing this work.
4. Provide expert practice leadership across the service, modelling excellence in social work practice and ensuring alignment with statutory duties, organisational priorities and professional standards.
5. Actively promote and embed Equality, Diversity and Inclusion in all aspects of service delivery, professional practice and decision-making, in line with the organisation's EDI Strategy.
6. Champion ethical, anti-oppressive and reflective practice while contributing to the development and continuous improvement of service-wide practice standards.
7. Act in ways that protect and enhance the reputation of Nottingham City Council and the Social Work profession, ensuring children's welfare is paramount.
8. Hold oversight and quality assurance responsibility for the most complex and high-risk cases, including those involving significant safeguarding concerns, high-profile proceedings and permanence planning.
9. Provide advanced consultation, professional challenge and decision-making support to social workers and managers in relation to complex risk, threshold decisions and escalation.
10. Lead on identifying, analysing and responding to complex patterns of harm, including sexual abuse, exploitation, grooming (online and offline), domestic abuse, FGM, forced marriage and situations where children may present risk to others.
11. Support and advise on decisions around legal gateways, pre-proceedings and the use of statutory interventions.
12. Undertake limited direct casework where required, focusing on the highest-risk situations, complex assessments or where advanced practitioner intervention is necessary.
13. Lead complex Signs of Safety mappings, family network meetings and safety planning where cases require senior practitioner oversight.

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14. Ensure children's lived experiences and voices remain central to assessment, planning and review.
15. Provide senior professional oversight of court work
16. Work strategically with multi-agency partners, safeguarding partnerships and commissioning teams to influence system-wide responses to risk and need.
17. Represent the service at complex professional meetings, panels and strategic forums as a senior practice voice.
18. Contribute to the organisation's responsibilities as corporate parent, ensuring high standards of care, planning and permanence for children in public care.

Numbers and grades of any staff supervised by the post holder:

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All staff are expected to abide by the obligations set out in the Information Security Policy, IT Acceptable Use Policy and Code of Conduct in order to uphold Nottingham City Council standards in relation to the creation, management, storage and transmission of information. Information must be treated in confidence and only be used for the purposes for which it has been gathered and should not be shared except where authorised to do so. It must not be used for personal gain or benefit, nor should it be passed on to third parties who might use it in such a way All staff are expected to uphold the City Council obligations in relation to current legislation including the Data Protection Act and Freedom of Information Act.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer; the responsibility level of any other duties should not exceed those outlined above.

Produced by: Paula Bexon- Director of Integrated Children's Services

Date



Person Specification:

Area of responsibility	REQUIREMENT	MEASUREMENT		
		A	AC	D
Vision, Strategy and Delivery	Experience as a service leader in a complex organisation, with experience of; - Delivering against outcomes and creating clear objectives - Creating a culture of continuous improvement - Commercially aware with strong analytical skills - Awareness of key issues in your market and for the city of Nottingham	✓	✓	
Leading People	Evidence of successfully leading teams, with experience of; - Motivating people and creating high performing services - Empowering others to take decisions - Successfully managing wellbeing and resilience - Ability to plan, with effective workforce planning skills	✓	✓	
Change and Innovation	Able to lead service through change, with experience of - Evidence of leading change programmes, bringing others on the journey with you. - Identifying and delivering innovative service delivery models - Able to create a culture of continuous improvement	✓	✓	
Collaboration	A collaborative leader, with evidence of - successfully in partnership across different sectors and fostering / harnessing partnerships. - Able to develop a culture of collaboration.	✓	✓	



	- Political acumen and able to develop productive relationships with senior figures within an organisation			
Equality, Diversity and Inclusion	A strong focus on ability and personal commitment to equality, diversity and inclusion, with evidence of: - Delivery of inclusive services, understanding the challenges faced and how they can be overcome. - Evidence of developing people and services/teams recognise, respect and value individual needs to achieve a culture of inclusivity. - Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.	✓	✓	
Technical Skills and Knowledge	Professional curiosity	✓	✓	✓
	Advanced ability to assess, analyse and manage complex safeguarding risks; provide professional oversight, quality assurance and challenge.	✓	✓	
	Specialist skills in providing high-level consultation, coaching and reflective supervision.	✓	✓	
	Collaborative, able to work in partnership	✓	✓	
	Full UK driving licence and access car insured for business use	✓	✓	
	Relationship building skills, socially confident and adaptable	✓	✓	
	Emotionally resilient	✓	✓	
	Strong writing and reporting plus evaluative skills to and advanced level	✓	✓	
	Conscientious	✓	✓	
	Must be willing to undertake a DBS check at the appropriate level	✓	✓	
	Evidence of the individual seeking out continual development opportunities, to include	✓	✓	✓



	leadership, supervision, mentoring, coaching or similar.			
	In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	✓	✓	
	Take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness	✓	✓	
	Demonstrates comprehensive understanding of safeguarding principles and procedures relating to children and vulnerable adults. Able to identify signs of potential abuse or neglect and take appropriate action in line with the Nottingham City Council Safeguarding Policy. Applies safeguarding responsibilities proactively when working directly or indirectly with children and vulnerable adults to ensure their welfare is protected and promoted.	✓	✓	
	Undertake other duties within the general scope of the post.	✓	✓	
	Ability to work outside normal office hours	✓	✓	
	Ability and willingness to travel both inside and outside the council area as required	✓		
Qualification requirement	A recognised qualification in Social Work, including Degree, PGDip, MA/MSc in Social Work, or the Diploma in Social Work (DipSW) and registration is maintained and renewed appropriately.	✓	✓	✓
Post qualification requirement	Post qualifying Practice Educator Level 1 and/or 2 or other post qualifying specialist award, or commitment to learn within 6 months	✓	✓	✓
Continued Professional Development (CPD)	Post holder to demonstrate sustained and progressive professional development in line with the responsibilities of holding the most complex cases, offering practice expertise, and supporting the development of others.	✓	✓	✓

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A - Application	AC – Assessment Centre	D - Documentary Evidence
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