



Post Title: Practice Lead

Grade: I

Job Purpose

To actively and effectively promote the Council's vision, values, aims, objectives, and priorities, putting our citizens first through the delivery of best value services.

To offer qualified Practice Educator support, mentoring and coaching along with practice expertise to less experienced practitioners, such as Social Work Apprentices and Social Worker students on placements. To develop their practice and decision-making skills, which will require experience of working with a high level of social complexity and risk of harm and is likely to require substantial experience of working within the statutory system

To support improved outcomes by contributing to the effective delivery of a programme of audits to Children's Services. To control, manage and complete allocated internal audits and provide written reports that identify clear findings, including risks, and recommendations to resolve issues and drive improvements.

To contribute to audit planning processes and to work effectively in partnership with managers and leaders across Children's Services to gain assurance of audit recommendation implementation.

To actively participate in activities which close the learning loop identified by quality assurance activities

To contribute to the delivery of services for area of responsibility, assisting as appropriate with:

- Providing an integrated approach to performance management, quality standards and service delivery
- Embedding new ways of thinking and working
- Developing and maintaining strong, positive working relationships with commissioners, their teams/partners and across service areas as appropriate

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. To provide Practice Educator support to Social Work Apprentices, Social Work students on placement, and ASYE within locality teams, to develop programmes of support such as group learning/supervision for every cohort, in conjunction with locality line managers. Ensure opportunity is available to meet the necessary criteria for completing each specific accreditation. Provide regular feedback to senior managers.
2. To contribute to developing and overseeing a planned annual schedule of audits to ensure audits are completed, findings analysed and collated into monthly and quarterly reports.
3. Execute individual audit assignments providing independent assurance on the effectiveness of governance, risk and internal control systems. Employing appropriate audit techniques and performing work to appropriate practice standards in line with Ofsted frameworks
4. Prepare audit reports in accordance with practice standards and determined style, highlighting the significance and impact of findings in terms of risk and making appropriate recommendations to rectify the issues identified
5. Plan, control and deliver the allocated work plans within agreed time parameters - meeting performance targets
6. Develop and maintain strong and positive working relationships across service areas
7. To undertake investigative work into isolated cases to determine the effectiveness of decision making in achieving better outcomes for children and families. To escalate areas of concern where identified to the relevant Service Manager
8. To be independent and innovative in the auditing of current and historical work and practice, to inform policy and process
9. To undertake short notice responses, as well as planned audits, to service or case investigation, and to make recommendations for improvement, including identifying instances of noncompliance with local or national guidance
10. Provide operational risk management support as required to assist services in identifying and managing their key risks effectively - including supporting the delivery of audit workshops to ensure managers are effectively able to undertake their own audits
11. Provide advice, and constructive challenge on risks and issues identified from audits to assist all levels of management to manage identified risks
12. Excellent interpersonal skills and the ability to use tact and diplomacy colleagues. Strong interviewing, listening, influencing and negotiation skills
13. To monitor, measure and report on an overall improvement programme following inspections and the constituent project workstreams
14. Utilise social work practice and experience to interpret and analyse audit findings
15. Develop and deliver internal training to staff, evaluate the training and implementation. Quality intervention and excellent standards must be developed through quality assurance audits of all work implemented etc.
16. Write and deliver specific development sessions for all aspects of the SOS and Restorative Practice models, be innovative in how this can be applied to all service areas and support implementation. Be accountable to the development and application of practice and policy



17. To support the writing and updating of current policies and procedures and develop best practice, resources and manage these effectively
18. To develop a communication strategy to ensure all staff and partner agencies are aware of updates, have increased knowledge and are able to effectively apply the models of intervention to their area of work. To ensure Nottingham City practices and procedures in relation to services for children are followed in all cases.
19. Coach/mentor teams/colleagues as appropriate to embed new ways of thinking and working. To act as a role model to staff helping them to manage uncertainty and to respond to positively and creatively to changing expectations
20. Ensure Council resources are optimised and utilised effectively and efficiently. To contribute to the improvement of services in area of responsibility, identifying where possible, value for money savings and managing within allocated budgets
21. 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

Numbers and grades of any staff supervised by the post holder: 0

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 – S Wright – Principal Social Worker.

Date – January 2025



Person Specification:

Area of responsibility	REQUIREMENT	MEASUREMENT		
		A	AC	D
Qualification	Recognised qualification in Social Work (Degree, PGDip or MA/MSc	✓		✓
	Registered with the SWE or similar and ensure that registration is maintained and renewed appropriately	✓		
	Evidence of social work specific post qualification training.	✓		
	Practice Educator Qualification or equivalent teaching/coaching qualification or willingness to achieve this	✓		
Knowledge	Understanding of quality assurance frameworks and methodologies	✓	✓	
	Knowledge of current social work policies, practices, and legislation.	✓	✓	
	Knowledge of Adult Learning Theory	✓	✓	
	Familiarity with regulatory requirements and standards in social work	✓	✓	
Experience	Collaborating and partnering with both external partners and internal teams and services	✓	✓	
	Experience of delivering social work training, coaching and mentoring.	✓	✓	
	Delivering at pace.	✓	✓	
	Making effective decisions.	✓	✓	
	Ability to critically analyse and synthesise complex legislative, policy, research and service documents.	✓	✓	
	Significant social work experience of working within Children's social care. Substantial case management experience of working with children within Child Protection, Court and other formal processes.		✓	
Skills	Strong analytical and problem-solving skills.		✓	



	Ability to mentor/ coach others	✓	✓	
	Excellent communication and interpersonal skills.	✓	✓	
	Excellent written skills with the ability to write succinct and accurate reports which summarise audit findings and identify recommendations	✓	✓	
	Demonstrably high level of organisational skills and the ability to prioritise high demand.	✓	✓	
	Ability to provide constructive feedback and support to social work practitioners.	✓	✓	
	An ability to both write, deliver and evaluate training programmes for internal and external staff	✓	✓	
	Competence in using data and evidence to inform practice improvements.	✓	✓	
	Strong organisational and time management skills.	✓	✓	
	Ability to work independently and as part of a team	✓	✓	
Work to promote mutual respect and good relations	Sophisticated understanding of diversity issues and how they impact on delivery of effective services affect a diverse range of service users, partners, stakeholders, and colleagues	✓	✓	
	Significant experience of handling conflict and managing sensitive issues to achieve positive outcomes	✓	✓	
	Ability to develop positive relationships and build confidence and understanding with colleagues, partners, and citizens	✓	✓	
Work Related Circumstances	Willingness to comply with the City Council's non-smoking policy.	✓	✓	
	Willingness to work outside normal office hours as required by the needs of the service	✓		
	Ability and willingness to travel both inside and outside the council area as required	✓		

***This template is to be used for grades NCC-I up to NCC-K inclusively**



A - Application	AC- Assessment Centre	D - Documentary Evidence
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