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| **PRACTICE manager**HBC10 | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – Keeping great service delivery at the heart of everything we do
* Personal Growth – Learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Access to a wide range of discount schemes
* Car leasing schemes / Essential Monthly Car User Allowance

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| As Practice Manager within the Social Work Academy, you will lead on the development and delivery of professional development and workforce initiatives for social work practitioners across Children’s Social Care. Lead on promoting evidence-informed practice through Research in Practice and partnerships with Higher Educational Institutions, regional networks, and national social work bodies.More specific responsibilities include:* Research and develop professional training activity and review post-qualifying professional training activities and programmes in order to meet both Directorate and Corporate Strategic goals and priorities.
* Be responsible for the development and co-ordination of the Practice Education teaching programme, the co-ordination of student practice placements, Assessed and Supported Year in Employment, Integrated Practice & Progression Programme and the Step Up to Social Work Programme.
* Develop and deliver learning support for social workers; group supervision for NQSW’s and provide training for managers and assessors of NQSW’s.
* Lead on the development and evaluation of social work services, sharing knowledge to inform practice and acting as the Directorate’s link with Research in Practice.
* Be responsible for a management of a budget for the development and delivery of specific training, learning and development opportunities which supports the developmental requirements of social workers.
* Develop and maintain effective working partnerships, with statutory, voluntary and other interest groups, in order to promote joint training and practice learning opportunities.
* Advise on the development of learning curricula and plans for undertaking PQ and embedding evidence informed practice via regular support meetings with external Higher Education providers.
* Provide advice to social workers, Team Managers and Service Managers in helping them understand the process of the Programmes and the requirements of employers.
* Represent Halton as the direct link at all Greater Merseyside Partnership, Merseyside Training Partnership Groups and Higher Education Institutions where post qualification and social work education programmes are developed and delivered to meet the Directorate’s requirements.
* Contribute to the development of the Directorate Training and Development Plan.
* Be a core member of social work progression panels providing advice to Service Managers about the competence of candidates to progress.
* Produce reports, where appropriate, relating to areas of CPD activity and report to the Directorate SMT as and when appropriate.
* Monitor and review employee learning and development, with a focus on social work education and training, and report findings to Principal Social Workers.
* Prepare for, and attend supervision sessions and staff meetings and make use of all available training and developmental opportunities.
* Review services in line with corporate objectives and policies to ensure statutory obligations are met cost-effectively while maintaining quality.
* Undertake any other duties and responsibilities as may be assigned from time to time which are commensurate with the grade of the post.
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| About You |
| As the ideal candidate, you must hold a Social Work Qualification and have a current registration with Social Work England.In addition you will have:* Significant post-qualification practice experience within an area of child & family statutory service – children in need, children in care, fostering, adoption, where relevant to the post.
* Experience of staff supervision and effective leadership and management of a staff team.
* Knowledge in performance monitoring and management and effective budgetary management.
* Knowledge & skills in the development and use of quality assurance processes.
* Knowledge of child development and child protection (Safeguarding) and knowledge of outcomes for children and young people looked after.
* Knowledge of chairing effective meetings, with the ability to motivate, lead and influence others.
* Knowledge of representing the service in a range of interagency settings, with skills of effective multi-agency working.
* Knowledge of child protection enquiries & investigations, care planning; statutory and CP planning forums, fostering where relevant to the post; knowledge of National policies and guidance.
* Experience of the Ofsted inspection regime relevant to the post.
* Skills & knowledge in court work.
* Experience of managing and developing the delivery of quality services to children and their families within an environment of competing priorities and finite resources.
* Ability to use IT and have effective skills in the operation of administrative systems.
* Knowledge of the supervisory process and staff appraisal.
* Understanding of government initiatives relating to children & young people, with knowledge of all relevant Child Care and other relevant legislation e.g. Think Family, Children’s Centres, Locality Working, Integrated Youth Support.
* Skills to develop new approaches to service delivery and innovative ways of working.
* Analysing information and make judgements under pressure, dealing with complaints in an effective manner.
* Knowledge & skills in identifying the development and training needs of staff.

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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