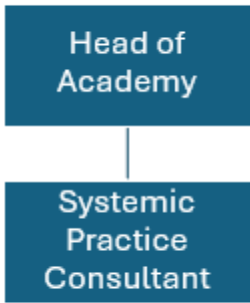
 WOKINGHAM BOROUGH COUNCIL	<h2>Job Description</h2>		Job Reference
			Post number :
Job Title	Practice Consultant (Systemic)		
Location	Shute End/Hybrid		
Reports to	Childrens Services Head of Academy/PSW		
Responsible for	N/a		
Grade	Type of position:		Date
G9	Permanent Full Time		August 2024
<p>This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list and the line manager may vary duties from time to time which do not change the general character of the job or the level of responsibility entailed.</p>			
<h3><u>Service Purpose</u></h3>			
<p>To be responsible for the delivery of effective and efficient leadership of the Council's Quality Assurance & Safeguarding Standards Service.</p> <p>Primary focus of work will be operational in supporting the embedding of the Systemic Practice Model and working closely with the Institute of Family Therapy (IFT).</p>			
<h3><u>Purpose of the role</u></h3>			
<p>Wokingham is committed to continuing and strengthening the implementation of Systemic Practice and the principal purpose of this role is to work with colleagues across the to build and deepen good practice and to support strengthening practice where needed with the aim of improving outcomes for children across the Borough of Wokingham. This will be through individual coaching sessions and team or group discussions. The applicant will also collect data and evaluate the outcome of their interventions.</p>			
<h3><u>Main Accountabilities</u></h3>			
1	<p>Implementation of the Practice Model</p> <ul style="list-style-type: none"> To support the Head of Academy/PSW to ensure the ongoing service wide implementation of Systemic Practice. To work within Wokingham Children's Early Help service to embed systemic practice in Early Help providing consultation, teaching and in person training as required. To embed the practice principles of systemic therapy, represent the systemic psychotherapy discipline and systemic practice more widely across the long-term children's teams. To act as coordinator, as required, taking responsibility for initiating, planning and reviewing training facilities. To work with practitioners and managers providing case level support and coaching which will enhance the skills needed to apply systemic practice. This will include supporting practitioners in improving their skills in working with young people and their families who experience multiple and complex needs, including developing systemic practice through advice and consultation 		

	<ul style="list-style-type: none"> • To promote and model the use of group reflective practice sessions and one-to-one consultation for key workers. • To identify individual pieces of work which demonstrate aspects of exemplary practice and make these available as resources to staff. • To continually develop and deliver in house training to support the embedding of systemic practice • To induct new staff on the systemic practice model. • To support evaluation and measuring impact, including supporting keyworkers to complete outcome measures with families and supporting Coram to collect administrative data from [local authority]. • To support Early Help practitioners, including keyworkers in improving their skills in working with young people and their families who experience multiple and complex needs, including developing systemic practice through advice and consultation. • Work closely with IFT's Systemic Psychotherapist Delivery Co-Leads to provide support to deliver additional work to embed systemic practice in Early Help teams and attend regular supervision sessions with the co-leads • To attend year one of Level 3 training to become a fully qualified systemic psychotherapist delivered by IFT. • To support the Systemic Practice Pilot evaluation, including supporting keyworkers to complete outcome measures with families and supporting Coram and Ecorys to collect administrative data from Wokingham Children's Services. • To contribute to the development and implementation of local policies and service improvement strategies and support the implementation within the service. • To contribute to the participation framework to gain feedback from parents, children and young people. <p>As a member of the Quality Assurance Team, the post holder will contribute to the ongoing development of the Quality Assurance framework, including undertaking core and focused audits and practice observations.</p>
3	<p>Organisational Context and Development</p> <ul style="list-style-type: none"> • To keep under review and develop Wokingham's Practice Model to ensure an integrated, effective and efficient approach to the delivery of services. <p>To ensure that working practices and processes are developed that maximise the use of new technology and research to ensure efficient and effective delivery of services to residents.</p>
4	<p>Personal Effectiveness</p> <ul style="list-style-type: none"> • To develop constructive working relationships with managers and practitioners in the service. • To provide targeted support for teams and individual support for workers through mentoring or team learning opportunities. • To lead others in a way that models the principles and disciplines of Systemic Practice. • To identify barriers to implementation of Systemic Practice and to work collaboratively with practitioners and managers to identify solutions. • To be fully conversant with relevant statutory provisions and the Council's constitution, processes and procedures; to develop the full range of managerial and professional skills and knowledge to satisfy the requirements of the post. <p>To establish and develop effective working relationships and productive partnerships with all the relevant partners, including those in e.g. education, health, adult social care, independent and voluntary sectors.</p>
5	<p>High Support, High Challenge: To ensure that you bring forward your good ideas, to challenge areas where the Council can improve, and to contribute to the Council's ongoing success.</p>
6	<p>Health and Safety: Take reasonable care for the health and safety of yourself and of other persons who may be affected by your acts or omissions at work; and co-operate with the Council to enable the Council to perform or comply with its duties under statutory health and safety provisions.</p>

7	Equal Opportunities: To take positive action to ensure a thorough understanding of and positive commitment to equality in both service delivery and employment practices.
8	Safeguarding responsibilities: At all times to demonstrate and positively reinforce our commitment to safeguarding and promoting the welfare of children and vulnerable adults.
Supervision Received	Principal Social Worker
Supervision Given	1.5 hours per month
Contacts & Working Relationships	<p>Systemic Practice Steering Group and QA Operations Group – Practice improvement and development</p> <p>Early Help and Children’s Services teams – support, guidance, coaching and training</p> <p>Institute for Family Therapy, Coram</p>
Management of resources or budget	N/a
Special Factors	<ul style="list-style-type: none"> • Willingness and flexibility to undertake a range of roles across children’s social work. • Flexibility in working hours including some availability to work outside normal office hours. • Able to work with degrees of risk, change and conflict and to identify personal stress levels and to seek advice/support when necessary, within or outside of formal supervision. • Ability to travel to a variety of locations – driving licence required. • Enhanced DBS check
<u>Organisation Chart</u>	
 <pre> graph TD A[Head of Academy] --- B[Systemic Practice Consultant] </pre>	

<u>Person Specification</u>		
Qualifications	Essential	Desirable
Recognised and current professional Social Work qualification and registration with Social Work England (SWE)	E	

Systemic year 2 (postgraduate)	E	
Teaching/ Coaching/ Practice Education		D
Technical Skills.	Essential	Desirable
Ability to manage priorities and work within tight timescales	E	
Ability to work alone and unsupervised at times, yet also work effectively as part of a team and flexibly in a multi-disciplinary environment. Ability to plan creative learning resources/ be self-motivated.	E	
Ability to work with families and their network with a commitment to enabling them to maintain or resume sustainable care of their children.	E	
Ability to identify what makes for good practice in working with children and families to safeguard children and promote their welfare.	E	
Ability to provide guidance and challenge to influence, develop and change the motivation and behaviour of people to achieve objectives.	E	
Be confident to deliver coaching sessions and team discussions.	E	
Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer-based records. Ability to set up IT equipment in training rooms - powerpoints and screens.	E	
Knowledge	Essential	Desirable
Up to date and detailed knowledge of current relevant legislation e.g. the Children's Act 1989 and 2004 including awareness of current national policy drivers, legislation affecting children's social	E	

care. Knowledge of up-to-date evidence-based research.		
Knowledge of current developments in Systemic Psychotherapy and systemic practice in children's social care	E	
Knowledge of the contribution of other therapeutic disciplines to a multi-agency service		
Knowledge around prevention and early help interventions.		
Knowledge of safeguarding thresholds, risk assessment and risk management	E	
Experience	Essential	Desirable
3 years post qualifying experience, working within children's social care.	E	
Experience of training in systemic practise, supervision and reflective practice.	E	
Experience of development of staff through supervision and on-site learning activities	E	
Experience of applying critical reflection and analysis to the most complex, high-risk cases with experience of supporting others to develop these skills	E	
Experience of training 1-2-1 and to groups	E	
Other	Essential	Desirable
Displays a commitment to the protection and safeguarding of children and young people and models and helps others to maintain professional boundaries	E	
Experience of working with children, young people and families in emotional crisis within an early help or statutory setting.	E	
Demonstrates understanding of and a clear commitment to working in accordance with the Council's values and high-performance indicators	E	

English language requirement for Public Sector Workers <ul style="list-style-type: none">• Ability to speak with confidence and accuracy using grammatically correct sentence structures and accurate vocabulary• Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation• Ability to listen to customers and understand their needs• Ability to tailor your approach to each conversation appropriate to the customer responding clearly even in complex situations.	E	
Full Driving licence, use of car.	E	
Completed by:	Rachel Bedford/ Kevin Gordon	Date: 30/08/2024