

BRADFORD SOCIAL WORK TEACHING PARTNERSHIP

DEPARTMENT: Children's Services	SERVICE GROUP: Children Social Care Services
POST TITLE: Specialist Practice Educator	Responsible To: Team Manager Practice Education
GRADE: PO3	SAP POSITION NUMBER: TBC

The following information is furnished to help those considering joining the Bradford Children and Families Trust to understand and appreciate the general work content of their post and the role they are to play in the organisation. The duties and responsibilities highlighted in this Job Profile are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

As a candidate you will be expected to demonstrate your ability to meet the special knowledge, experience and qualifications required for the role by providing evidence in the application form for the purpose of shortlisting. Applicants with disabilities are only required to meet the essential special knowledge requirements shown by a cross in the end column of this section.

The employee competencies are the minimum standard of behaviour expected by the Bradford Children and Families Trust of all its employees and the management competencies outlined are those relevant for a post operating at this level within our organisation.

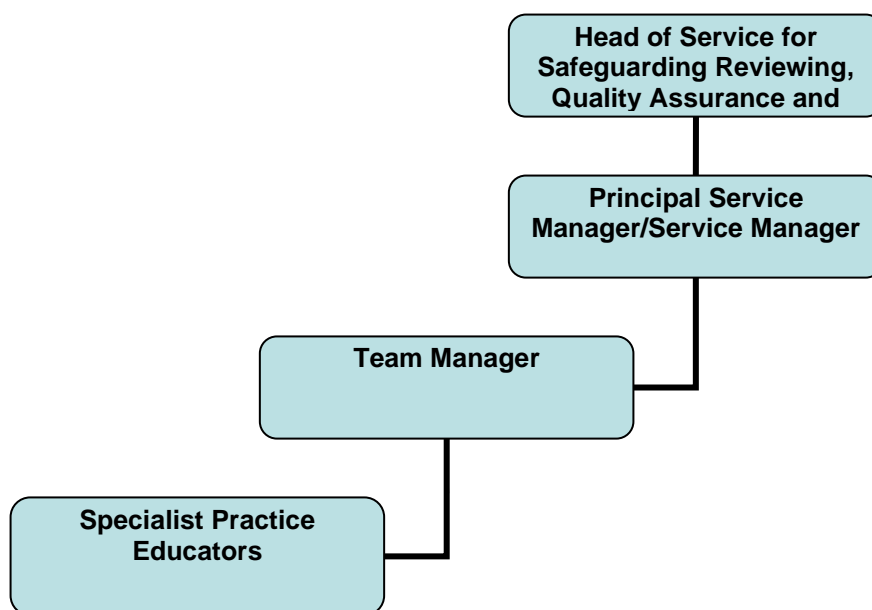
Both sets of competencies will be used at interview stage and will not be used for short listing purposes.

Key Purpose of Post: Max 3
<ul style="list-style-type: none">• To strengthen social work practice development by delivering high quality Practice Education for up to 7 student social workers on each placement cycle modelling excellent practice and providing reflective learning experiences and supervision. This will include modelling good practice with children, young people and families.• Develop, co-ordinate and provide practice learning experiences within the Social Work Teaching Partnership for social work students whilst they are on their placement with the service.• Link closely with the Principal Social Worker and the Learning and Development Service for Children's Services to ensure that Practice Educator quality standards are clear understood and implemented consistently by social workers and in Practice Educator roles; offering guidance, support and advice as required.

Main Responsibilities of Post: Max 15

1. To act as the Practice Educator Assessor for up to 7 student social workers at any one during each placement cycle; including the assessment of the student's progression by completing direct observations, midway reports and submission of final reports with a clear recommendation in line with national requirements.
2. To provide reflective supervision to student social workers and reflective peer supervision to the network of practice educators to ensure a high standard of professional practice across social work teams leading to a high quality of work being undertaken by students with children, young people and families.
3. To develop student support networks on placement across services to ensure that allocation of work is appropriate and allows the student to demonstrate progression against the Professional Capabilities Framework in line with national requirements.
4. Develop and facilitate group supervision monitoring the variety and level of case work experience as required. Facilitate training, professional development and other learning opportunities for students, social workers and other staff where appropriate, liaising with the Workforce and Learning Service to ensure that this links in to the training plan and improvement planning for children's services and evaluating the impact of the training and development on outcomes for children, young people and families.
5. Complete direct observations, mid way reports and submission of the final reports and lead the assessment responsibility for each student.
6. Keep up to date with current processes and development locally and nationally including research to inform own practice in order to support development of student social workers and offer master classes through the Teaching Partnership to Children's services staff and deliver agreed aspects of the curriculum within partner HEi's to strengthen practice development.
7. To link with the Assessed and Supported Year in Employment (ASYE) lead in children's services to ensure that students on placement have the opportunity to experience the reflective learning experiences in the Academy jointly with Newly Qualified Social Workers (NQSWs) completing their ASYE to share learning. To facilitate and evaluate reflective learning sessions.
8. To provide reflective learning experiences and one-to-one support to our group of Newly Qualified Social Workers and other Social Work staff where required.
9. Monitor, evaluate and report on the suitability on work place environments and learning opportunities to the Team Manager and PSW to ensure that the student placement is a positive experience troubleshooting any difficulties.
10. Work closely with the management structure within the locality area to ensure that the student social worker has good links to the teams/service attending team meetings, service meetings and service training days and reflective learning, peer supervision and action learning sets and taking the lead of these sessions as required.

11. Mentor trainee Practice Educators, undertaking practice observations, feedback sessions and where necessary providing written reports to evidence their competence and lead on action learning sets for trainee Practice Educators and Workplace Supervisors.
12. Contribute to the design, delivery and evaluation of the student programme linking with the student lead to ensure that we are meeting the local and national requirements of a student social work programme
13. Have advanced competence in the use of knowledge of information technology, procedures and systems. Ensuring the students on placements have appropriate IT accounts set up before commencing placement and develop competence in utilising Childrens systems to record vital and statutory information in relation to children, young people and families.
14. Contribute to the moderation processes with local HEIs by attending the Practice Evaluation Panel and making recommendations about the standard of reports written by Practice Educators and contributing to discussions about the fitness to practice of social work students.
15. Work closely with the Student Lead to be actively engaged in the recruitment, retention and admissions of students onto the Social Work Degree programme including the social work apprenticeship programme; leading on information sessions and tracking progression.
16. To contribute to the design and delivery of a student social worker induction and development programme.
17. Any other duties commensurate with the role.



Special Knowledge Requirement: Will be used for shortlisting. Max 10

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	Essential
A minimum of 2.5 post qualification practice as a social worker in Children's Services.	x
Demonstrable experience of assessing students as a qualified Stage 2 Practice Educator or working towards Stage 2 qualification	X
Ability to manage complex workloads with competing demands. Keeping up to date with current processes and development in children's social work including the Post Qualifying Professional Standards for social workers and local and national guidance research and learning from serious case reviews to inform practice.	x
Experience of providing high quality, critically reflective supervision, mentoring and coaching and taught sessions to students and other social work practitioners and other Practice Educators and Workplace Supervisors.	x
Demonstrable experience of building relationships with external agencies with a view to improve the experiences and outcomes for children, young people and families through the Working Together to Safeguard Children guidance.	x
Good understanding of the legislation and statutory duties underpinning the work across Children's Services ensuring compliance, including Professional Standards requirements of Social Work England.	x

Relevant professional qualifications requirement: Will be used for shortlisting
Qualified social worker with current SWE Registration and demonstrable service experience. Practice Educator Stage II Qualified or currently working towards this qualification (essential for shortlisting)

Working Conditions:		
Occasionally will need to be able to work evenings, weekends and bank holidays as required by the needs of the service. Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.		
Special Conditions:		
You will be informed outline if there is a requirement for the post to have recruitment checks such as DBS, Warner Process.		
Compiled by: Traci Taylor	Grade Assessment	Post Grade: PO3
Date September 2022	Date: October 2022	