

Job Profile

Practice and Quality Lead

Grade: Grade 10

Date: May 2026

About the role:

The key responsibilities for this role include working in collaboration and alongside the Group Manager, Family Help Team Managers and Family Help Team Leaders to:

- Provide supervision and management oversight for the practice and development of Student and Apprentice Social Workers on placement and provide reflective supervision and support Newly Qualified Social Workers in their first Assessed and Supported Year in Employment (ASYE) within the service
- Take a lead in promoting, supporting and addressing quality control, assurance and improvement activities within the team and across the service in accordance with the service plans, the Quality Assurance Framework and other associated plans with oversight from the Team Manager for Quality Assurance in the Social Work Academy
- Support the successful implementation of Family Help in the area including developing new ways of working and providing support to teams in adopting the new practice approaches.
- Take a lead in promoting, supporting and addressing performance activities within the team and across the service in accordance with the service plan and other associated plans
- Take the lead on improving a thematic area of practice cross-county working collaboratively with the Group Manager (eg child sexual abuse, working with children with disabilities, domestic abuse, neglect)

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This is what we need you to do:

1. Demonstrate exemplary social work and Family Help practice in accordance with Social Work England's professional standards¹ to promote and the safety and wellbeing of children and young people in need of support, protection and care.
2. Ensure that all social work activity is compliant with statutory guidance, legislation and GCC policies and procedures.
3. Deliver consistently good and effective social work practice to improve outcomes for children, young people and their families through evidenced based practice which is consistent with the Essentials Programmes and Practice Fundamentals.
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5. Undertake direct work with children, young people and their parents/carers and families in collaboration with other practitioners to explore concerns, build resilience and understanding to deliver improved outcomes.
6. Risk assess and review plans to build on identified strengths and address the risk of significant harm to achieve and maintain long term safety and wellbeing for children and young people.
7. Establish an effective and collaborative relationship with the Family Help Team Managers and Family Help Team Leaders to achieve and maintain pace, progress, focus and consistency of social work practice and performance in the team
8. Provide supervision and work alongside the Social Work Academy and Principal Social Worker to ensure that Trainee Social Workers and Newly Qualified Social Workers receive the best possible support during their placement/ASYE with the team.
9. Take the lead role to support the professional development of Trainee Social Workers, Newly Qualified Social Workers and other members of the team, as required, by providing mentoring, coaching, modelling, shadowing, observation, advice and guidance.
10. Be responsible for undertaking monthly case file audits and dip sampling exercises to assure and control the quality of social work practice as well as using the findings to support learning and inform remedial action where required.
11. Lead and facilitate monthly group reflective supervision sessions with the team to bring challenge and support, promote professional curiosity and critical thinking, model best practice and promote good outcomes for children and young people.
12. Work closely with the Team Manager, Social Work Academy and, where necessary, Human Resources Business Partners to ensure that local training needs are met and evaluated on an individual and team basis in accordance with Performance Development Reviews, Probation Reviews, Accreditation Reviews and Supervisory requirements.
13. Work autonomously and with the Team Manager to interrogate performance data on a daily basis, support social workers to understand its significance for children and young people and how it can be used to improve practice.
14. Create a culture of continuous professional development, keeping up to date with government guidance, legislation and evidence-based best practice initiatives within the sector.
15. Chair and attend relevant meetings which require professional input including where social workers may need to be supported, including in the Court arena where required.
16. Be professionally accountable to ensure high quality and best practice standards for self and others at all times.
17. Maintain and facilitate professional working relationships with all internal and external stakeholders to ensure service delivery.

¹ **Social Work England Professional Standards:** 1. Promote the rights, strengths and wellbeing of people, families and communities 2. Establish and maintain the trust and confidence of people 3. Be accountable for quality of your practice and the decisions you make 4. Maintain continuing professional development 5 Act safely, respectfully and with professional integrity 6. Promote ethical practice and report concerns.

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The ideal candidate will have:

Education and Qualifications (Essential)

1. Qualified social worker and registered with Social Work England.
2. Evidence of continuous professional development.
3. Practice Educator qualification (or working towards).

Experience

1. Demonstrable experience of children and families statutory social work.
2. Supervisory and mentoring, coaching or training experience.
3. Proven track record of effective interpersonal and communication skills.
4. Experience of creating a learning culture and environment.
5. Experience of chairing meetings and attending court.
6. Keyboard skills and the ability to use various ICT packages/platforms.

Knowledge, Skills and Understanding

1. Practice in a manner that recognises the high level of confidentiality and sensitivity required in relation to children, young people, parents, carers and families whilst adhering to information sharing and security protocols.
2. Comprehensive working knowledge of best practice in relation to targeted early help, children in need of support, protection and care/leaving care.
3. Comprehensive working knowledge of relevant legislation, including the Children Act 1989 and 2004, and relevant statutory guidance, policies and procedures.
4. Comprehensive knowledge and experience of the roles and responsibilities of working together with multi-agency/disciplinary partners and professionals
5. Excellent interpersonal skills to develop a rapport and build relationships.
6. Ability to use a computerised case recording systems (Liquid Logic) and handle data.
7. Ability to work within tight timescales, organise workload commitments, manage resources efficiently and deal with competing priorities and fluctuating demands.
8. Ensure Trainee Social Workers and Newly Qualified Social Workers (ASYE) are able to identify and assess risk to children and young people within their caseloads and escalate as necessary and appropriate.

Special Conditions

1. This position is subject to an Enhanced Disclosure and Barring Service (DBS) check, and you will be asked to apply for a Disclosure Certificate if you are offered the position.
2. The nature of this post requires flexibility to respond on an urgent and critical basis as required. This will inevitably entail work outside of normal working hours and in different locations across the county.
3. The post holder must hold a clear and valid driving licence and have the ability to travel around the County.
4. You will be expected to work across teams in the Locality.

Behavioural attributes

1. Demonstrate Gloucestershire's Leadership and Employee Behaviours.
2. Undertake all duties in a manner which supports the Council's equal opportunities policy, in relation to service users and staff, treating both groups with respect and without bias.
3. Demonstrate adaptability, flexibility and transferable skills and carry out any other unspecified duties which may arise from time to time and are consistent with the grade and general characteristics of the role.
4. Able to be emotionally resilient to cope and function effectively when working in a pressurised environment.
5. Organised and able to meet tight deadlines.
6. Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned and will require a shift in priority, pace and focus.
7. Develop and maintain professional relationships at all levels.
8. Take other people's views into account, be an active listener and challenge inappropriate attitudes and behaviour when necessary.
9. Promote harmony and consensus through diplomatic handling of disagreement and potential conflict.
10. Ability to recognise and celebrate good and better practice.
11. Show initiative and take responsibility when required.

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9. Ability to communicate effectively in plain English, both verbally and in writing, including complex report writing and verbal evidence in court.
10. Enhanced knowledge of evidence based interventions and Targeted Early Help approaches

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.