



JOB TITLE:	Senior Practitioner – Exploitation		
GRADE:	G10	SERVICE AREA:	ASC
JOB CODE:			
REPORTS TO:	Team Manager	LOCATION:	Hybrid – Depot and home base
SPECIAL CONDITIONS:	<ul style="list-style-type: none">• Registered and approved to practice full time as a social worker as part of a specialist service• Ability & willingness to travel from location to location• This post is covered by the Government's Code of Practice on the English Language Fluency Duty for public sector workers.• Your designated place of work will be the Depot, Pelsall.• The council operates customer focused hybrid ways of working. This is subject to change and you may be required to work from other locations, short or long term.		

1. Main purpose of the job role:

- To work as a qualified social worker as part of a safeguarding team.
- To undertake duties as a qualified social worker including undertaking assessments, support planning and writing reports.
- To have a specific focus on adult exploitation and work in partnership with a range of professionals internally and externally.

2. Role specific duties and accountabilities:

- To work directly with people and undertake statutory duties within The Care Act.
- To effectively liaise with partner agencies, adults and their representatives, to ensure that information is shared and gathered appropriately, including initiating and leading on strategy discussions and safeguarding planning as required.
- Support the process of transition of adults who have been exploited or at risk of exploitation as a child, having some knowledge of overarching legislation, policies and procedures, which will underpin this work.
- Direct work with adults who have exploitation or who are at risk of being exploited, understanding the challenges faced around engaging with the adult; including consider of where coercion and control may be an influencing factor.

- Demonstrate techniques and skills to empower victims to safeguard themselves in line with safeguarding principles.
- Sharing information and contributing to the wider development of pathways and processes around exploitation of adults within Adult Social Care and the wider multi-agency partnerships.
- Work in a multi-agency context, attending meetings, contributing to daily exploitation triage meetings, sharing information and other tasks commensurate to the post.
- Be responsible for completing risk enablement assessments and plans for people at risk of or experiencing exploitation; within this understanding the impact that this abuse can have on the victim's journey and engagement with professionals.
- Be part of developing and deploying effective disruption techniques as appropriate, where exploitation has been identified in partnership with other agencies as the representative for the exploitation panel meeting.
- Complete National Referral Mechanism (NRM) applications and support adults with all elements of this process in line with the duties as a first responder.
- To work within a strength based and risk enabling approach, to achieve good, safe and person-centred outcomes for vulnerable adults with care and support needs, who may be at risk of harm or abuse.
- To support professional development, to drive up quality standards through contributing to, and leading reflective peer supervision, learning events and as a representative of the safeguarding champions group.
- To be the lead worker for exploitation and represent the safeguarding hub at directorate and partnership meetings and regional meetings where requested to do so.
- To provide regular and timely updates, complete assurance reports and provide information and data analysis which will contribute to wider strategic developments.
- To commit to continuous professional development and seek to share information from regional and national developments in respect of exploitation with the wider directorate.

3. Corporate duties and accountabilities:

- The post holder will comply with and promote the Council's Health, Wellbeing and Safety at Work policies and ensure these are implemented effectively within their areas of responsibility.
- A priority for the Council is the protection of vulnerable people, ensuring they are able to live as independently as possible. The post-holder will promote and engage with Council's responsibility to safeguard the welfare of children, young people and adults, and protect their right to be safe from harm.

- Through personal commitment and clear action, the postholder will promote the Council's employment policies, with particular reference to diversity, equality of access and treatment in employment, service delivery and community involvement. To support/develop a working culture within these services that reflects the corporate vision.
- Ensure that the services provided aligned to the Council strategy, vision, aims, objectives, priorities and continuous improvement programme and play their part in achieving these. This includes compliance with Standing Orders, Financial Regulations, Code of Conduct and the Councils Policies and Procedures.
- This job description sets out a summary of the duties and accountabilities of the role. It is not intended to be exhaustive.



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Using the Job Description consider what essential behaviours, abilities and knowledge are required by a person to perform each of the main activities and accountabilities of the job safely and effectively.	Indicate when Assessment is possible: at Application form=A interview=I both=A/I test = T	WEIGHT CODE shows relative importance Low=1 Medium=2 High=3
Behaviours:		
Professionalism - Actively seek ways to prevent over-complication or confusion of service delivery through innovation, being open to change and the removal of barriers including challenging negative behaviours.	I	3
Leadership - Leads by example, optimising those resources allocated. Communicates clearly taking account and welcoming feedback. Takes a positive and resilient approach to change understanding the longer-term vision of the Council and/or service areas.	Not Applicable	
Accountability - Adopt a 'can do' attitude in the work that I deliver taking accountability for my own performance and development and responsibility for my actions and decisions. I will demonstrate inclusivity and promote the values of diversity and equality.	I	3
Transparency - Work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or communities we serve.	I	3
Ethical - Aware of own impact on others through valuing openness, treating everyone with respect and listening carefully to understand the views of others in order to build trust.	I	3
Abilities/Skills:		
Demonstrates flexible thinking, acts decisively and develops creative solutions to complex problems, and promotes these abilities in others in accordance with the Professional Capabilities Framework	A/I	3
Demonstrates enthusiasm and commitment to the Social Work/Occupational therapy task; upholds and demonstrates knowledge of Social Work values	I	3
Ability to negotiate, challenge, resolve conflict and encourage practice improvement effectively; exercising individual judgement and consulting where and when appropriate within sensitive circumstances.	I	3
Demonstrates good analytical and evaluative skills; uses a balanced, evidence-based, and reflective approach.	A/I	3
Develops effective partnerships and responds to external pressures; works well with others, demonstrates an external focus.	I	3
Demonstrates self- awareness and emotional resilience; learns continuously and effectively and has ability to manage own stress levels effectively	I	3
IT literacy; able to use IT / run reports / to use or quickly learn to use relevant IT information and data capture systems.	I	3

Ability to communicate effectively; demonstrates a good level of written work, recording and evidencing appropriately; and ability to be flexible, creative and use initiative.	A/I	3
Uses initiative, is innovative and drives through change; is change orientated; displays creative thinking.	I	3
Achieves outcomes for customers and communities; Is customer and outcome focussed; strives for continuous improvement.	I	3
Demonstrates professional leadership.	I	2
The ability to communicate verbally with customers and provide advice and/or information in accurate spoken English is essential for the post.	I	3
Knowledge/Experience: specify type, level and qualitative (not quantitative required); if any.		
Is politically aware and understands how the organisation works.	I	2
Manages resources and plans for high performance to gain the maximum benefit; displays sound financial management, plans ahead and demonstrates breadth of thinking.	I	3
Demonstrates knowledge of development across the lifespan and the needs of adults.	I	3
Demonstrates working knowledge of current Social Care legislation, guidance and regulation.	A/I	3
Experience of professional supervision; supporting, mentoring and advising staff and students.	A/I	3
Experience Substantial post qualifying experience of social care.	A/I	3
Demonstrates an understanding and commitment to equality of opportunity and anti-discriminatory practice and the ability to challenge and rectify discriminatory practice at individual and systemic levels.	I	3
Evidence of continuous professional development (where applicable)	I	3
Qualification: Specify any qualifications that are a minimum requirement, please include any equivalent qualifications that would be deemed acceptable or if this can be obtained through on the job experience.		
Social work or OT qualification; BA, MA, BSc, MSc, Dip.SW,	A	
Registration with Social Work England	A	
Evidence of a Post Qualifying Award	A	
Other Essential Requirements		
An awareness of, and commitment to, equality of opportunity	I	3
Awareness of, and commitment to, confidentiality and handling data	I	3
Must have Full UK driving licence	A	
Prepared by: Donna Gyde Date: 12/5/24		