

Practice Educator

JE Code: JE2454

Values – We are dedicated, respectful, collaborative, we are Milton Keynes City Council

Service:	ASC
Reports To:	Social Work Practice Lead
Job Family:	Care & Welfare
Grade:	H
Political Restricted:	N
Date:	November 2022

Key Deliverables

1.	To support Social Work students, Apprentices and Newly Qualified Social Workers (NQSWS) through their placements and Approved and Supported Year in Employment (ASYE) respectively.
2.	To plan and deliver effective supervision based around the needs of learners, including applying theory to practice and critical reflection.
3.	Use the supervision of learners to oversee the approach used to work with people using our services, who might be experiencing adverse and risky situations which are multi-faceted.
4.	To work with the Learning and Development Lead, Principal Social Workers and Social Work Practice Lead regarding the delivery of high-quality practice education.
5.	To be a key liaison with Higher Educational Institutes and Colleges.
6.	To support in the resolution of any concerns or disputes that place a learner's education in jeopardy.
7.	To uphold organisational and professional values and be active in promoting these throughout Adult Services.
8.	To advocate for the value of Continuing Professional Development (CPD) and model attitudes and behaviours associated with a commitment to a learning culture. Challenge and support others to do likewise.
9.	Participate in the development of CPD opportunities for the Adult Services Workforce, and support in the delivery of group peer support across Adult Services.
10.	Guide others in applying key legislation such as The Care Act 2014, The Mental Capacity Act 2005 and the Human Rights Act 1998.

Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs

Essential Requirements (key skills & qualifications)

1.	Social work qualification (DipSW, CQSW, Degree in Social Work or equivalent).
2.	Social Work England Registration.
3.	Ability to demonstrate skills and experience of an Experienced Social Worker, in accordance with the Professional Capabilities Framework i.e experience of managing a complex case load.
4.	Practice Education Certificate- PEPS 2 or equivalent.
5.	Evidence of CPD in line with SWE professional standards and PEPS.
6.	Spoken English Duty Requirement - The ability to converse at ease with members of the public and provide advice in accurate spoken English is essential for this post.
7.	Ability to travel to meet service delivery requirements.
8.	Available to undertake work outside of normal working hours.

Job Family

Care & Welfare
Grade H



Colleagues expectations

- Be professional at all times
- Work together for the good of the team, council and local people
- Promote a supportive culture
- Challenge assumptions
- Take ownership
- Be willing to change and do things differently
- Always work in a safe manner

Managers expectations

- Be a role model by displaying positive behaviours at all times
- Make well-considered decisions
- Support, coach and communicate with my team
- Be accountable for my team's performance

Care and Welfare family jobs have as their primary responsibility, the vulnerable members of our community who depend upon the Council for direct advice, guidance and practical assistance. They may personally carry out caring related tasks, or manage those that do, but it is personal interactions with those in our care that are at the centre of these roles.

Role characteristics

At this level social work practitioners with advanced theoretical knowledge of social work and associated disciplines. Jobs at this level will be required to regularly deal with the most challenging service users in the Council's care and will have very high demands of concentration, communication skill and emotional resilience.

The knowledge and skills required

At this level, the expertise that underpins job holders' decisions and authoritative recommendations is grounded in either an advanced level of theoretical understanding of a very wide range of social work issues and/or associated disciplines, or an equivalent level of very lengthy practitioner level experience.

Job holders may require specific qualifications in order to comply with the legislative and regulatory requirements of their job.

Roles at this level will engage with others in assisting with physical tasks requiring some modest manual dexterity. Computer use is also a day-to-day feature of these roles.

Thinking, planning and communication

Job holders will regularly deal with highly charged, contentious situations and individuals whose behaviour ranges from merely challenging to aggressive and threatening. Job holders will have developed their

essential communication skills through a combination of formal training and lengthy experience. Delivering the desired outcomes of interventions with families and individuals will depend upon effective advisory and persuasive skills in the context of exchanges with a range of audiences, some of whom will have inherent comprehension or language difficulties.

Whether resulting from their own case work or from issues escalated from other areas, the problems and situations dealt with will inevitably be complex, involving multiple information streams such as individual needs assessment, consideration of resource allocation and prioritisation of conflicting demands. Although still working on a day-to-day basis with groups and individuals, there will also be a need to take a longer view and maybe up to a year ahead in some cases.

Decision making and innovation

The procedures, approaches and techniques required to fulfil the duties of these roles may be professionally based and/or defined by internal recognised protocols, but job holders will organise their own workload in accordance with changing demands and priorities.

Job holders will independently respond to problems, some of them may not have been encountered previously. They will have access to advice and assistance from team managers or supervisors when serious issues arise.

Areas of responsibility

Job holders will not only implement important and far-reaching care programmes to the direct benefit of families and individuals, but they will also contribute to the development of corporate policies and procedures in their working sector.

Job holders will generally have some responsibility for the supervision or co-ordination of other employees, but this will not extend to formal management responsibility. Where roles at this level have formal line management responsibility, they are unlikely to need the level of specialist knowledge credited above.

These roles are unlikely to have any financial responsibilities beyond the occasional handling of modest amounts of cash, sometimes on behalf of others.

Job holders will create and maintain work records, both written and electronic. There will, in addition, be sole or shared responsibility for the safe use and basic maintenance of a range of equipment, premises and/or vehicles.

Impacts and demands

The requirement for greater than normal physical effort is modest, although there will always be a need for limited standing, walking and the lifting/carrying of equipment and other items. Awareness of the actions of children, vulnerable adults and others will call for long periods of sensory attention. Job holders will also be required to have moderate periods of concentrated mental attention, for example when report writing or attending case meetings. Given the range of case work involved, job holders will also experience high level pressures of deadlines and conflicting demands.

Job holders are required to develop and maintain client relationships which may need them to exert greater than normal emotional resilience, with particularly challenging service users.

Working directly with vulnerable service users will result in some exposure to disagreeable, unpleasant or hazardous environmental working conditions. This may extend to dealing with odours, intimate care and bodily fluids, and will also see job holders exposed to unpleasant or even threatening people related behaviour from time to time.