

JOB DESCRIPTION

Job Title	Advanced Practitioner Learning and Development		
Directorate	Adults Operations		
Reporting to	Principal Social Worker/Strategic Manager Safeguarding and DoLS		
Grade	9		
Evaluation ref:	AG1141	Job Family ref:	ASC09
Role purpose			
<p>This post is responsible for providing high quality professional leadership, at the British Association of Social Workers 'Experienced Social Worker' level, in relation to Learning and Development. The role includes coordination and oversight of learners undertaking Stepping Towards Social Work programmes, apprenticeships, degree level programmes and the Assessed and Supported Year in Employment (ASYE) programme across Adult Social Care. Quality assurance of the ASYE programme is central to this role.</p>			
Responsibilities			
<p>Contribute to the development and maintenance of the Adult Social Care (ASC) Learning & Development Service Plan, monitoring and reporting on progress against targets to the Principal Social Worker/Strategic Manager.</p> <p>Manage the placements of Social Work degree students.</p> <p>Establish and manage first and final year social work placements to meet the degree students learning needs and ensure a consistent standard of quality learning opportunities and supervision.</p> <p>Provide professional supervision and advice for Social Workers undertaking the Practice Educator role regarding the assessment of student performance and Pass/Fail recommendations.</p> <p>If necessary, take on the direct assessment role of student competence and manage procedures around failing students. Ensure that formal measures are completed in accordance with SC policies and Social Work England requirements.</p> <p>Facilitate discussion between HEIs, Tutors, Practice Educators and students.</p> <p>Monitor the quality of practice of both Practice Educators, students and Newly Qualified Social Workers.</p> <p>Promote the application of social justice, social inclusion and equality.</p> <p>Contribute to the facilitation of Learning Sets, including in conjunction with Children's Social Care, to achieve the continuous development of the workforce to improve the quality of outcomes for people who need social care and support.</p>			

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Liaise and communicate with Social Work students and other learners throughout their placements to offer support and general guidance.

Recruit Practice Educators by encouraging sign up and ensuring sufficient supply of suitably skilled Practice Educators to meet demand.

Plan and/or deliver the teaching of the Practice Educator training to up-skill Practice Educators.

Advise and develop Practice Educators in their role and identify and resolve difficult situations in respect of student and learner practice learning opportunities.

Contribute to curriculum development for providers of education and training and participate in arrangements for selection, assessment, evaluation and quality assurance.

Attend and participate in regional forums for practice development.

Continuously develop and evaluate the Assessed and Supported Year in Employment (ASYE) for Newly Qualified Social Workers in line with national recommendations and requirements.

Support and advise Newly Qualified Social Workers, Practice Educators, supervisors and managers through the requirements of the Assessed and Supported Year in Employment (ASYE).

Guide the Practice Educator/supervisor of a Newly Qualified Social Worker (NQSW) in line with the handbook recommendations.

Provide comprehensive support and guidance if the NQSW experiences 'difficulties' and support the Service Manager and Practice Educator with performance management when required.

Make recommendations to the relevant manager about any changes to practice and workforce learning needs.

Prepare, mentor, support and enable work-based assessment learning for all ASC staff undertaking qualification programmes as required.

Maintain current knowledge of literature and research and ensure social care staff have access to up-to-date knowledge, professional development websites, e-learning materials and other learning resources.

Support the Principal Social Worker to advise staff on the requirements of Social Work England professional registration and support assurance activity relating to this.

Facilitate training sessions

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Participate in auditing/quality assurance activity to support good quality practice across the service

Contribute to the development and delivery of a range of practice supporting initiatives within social care.

Liaise with local colleges and schools to encourage and facilitate work experience placements and other traineeship programmes and link with corporate, Children's Social Care and South West Regional initiatives.

Source and attend recruitment fairs including those arranged by local Universities.

Impact

Contacts & Relationships

Build and maintain effective working relationships with a range of contacts across the ASC Service

Work jointly where relevant with Children's Social Care Learning & Development Team and Human Resources

Build and maintain extensive contacts with key leads in different universities and colleges. Travel countywide and occasionally 'out of county'.

Maintain effective working relationships with the Voluntary and Independent sector to arrange and support student placements.

Undertake work in a variety of environments and work bases, including people's homes and the independent, voluntary and social purpose sector establishments.

Resources

Responsible for supporting large numbers of operational team based Social Work students, Social Workers operating as Practice Educators and Newly Qualified Social Workers. Contribute to the resolution of performance management issues for students and Newly Qualified Social Workers.

Link with local operational teams and the Principal Social Worker to ensure learning and development needs are being met in line with the operational requirements of the service and professional standards.

No direct line management of staff but may help to matrix manage/supervise the activities of others, e.g. Practice Educators.

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Ensure when facilitating training that appropriate training materials are available, guarantee compliance with health and safety arrangements, and meet any notified access requirements.

Able to critique, analyse, interpret and disseminate a variety of information including candidates written work, research and literature. Will have presentation/communication skills both written and oral, using a variety of media.

Knowledge/Experience/Skills

	Essential	Desirable
Knowledge		
Excellent knowledge of the Care Act 2014, Human Rights Act 1998, and the Mental Capacity Act 2005. Excellent knowledge of Practice Education. Excellent knowledge of social work theories and models. Detailed knowledge of the ASYE programme.	X	
Experience		
Evidence of continued professional development. Experience of line management. Extensive experience of providing supervision. Experience of practice education. Experience of line management. Extensive experience of quality assurance processes.	X	
Qualifications / Registrations / Certifications		
Social work qualification with current registration with Social Work England.	X	
PEPS 1 and 2 or commitment to complete qualifications within first year in post.	X	
Skills		
Ability to lead, motivate and influence learners, practitioners and managers. Proven presentation and teaching skills. High level of legal literacy; the ability to apply relevant legislation in practice alongside professional priorities and principles of ethical practice while adhering to the Local Authority's statutory responsibilities. Ability to analyse, interpret and present data. Ability to manage, organise and prioritise workload and competing demands.	X	

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Working Conditions
Working Arrangements
Somerset Council's dynamic Working Strategy will be applied to this position.
Corporate Responsibilities
<p>Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practice.</p> <p>Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.</p>

Date: July 2025