



Job description			
Job title	Principal Social Worker & Social Work Academy Lead – Children's Social Care		
Grade	PMG3		
Directorate	Children's Services		
Service/team	Quality, Permanence and Sufficiency		
Accountable to	Assistant Executive Director (Quality, Permanence and Sufficiency)		
Responsible for	Quality Assurance Team Manager Social Work Academy Practice Improvement Team		
JE Reference	B1351	Date Reviewed	May 2025

Purpose of the Job

To lead on promoting a learning environment in which good social work can flourish and standards are maintained through a focus on continuous improvement and reflective practice.

To develop and motivate an effective workforce capable of meeting the needs of children and families through their continuing professional development, career progression, recruitment and retention, and promoting Knowsley as an 'employer of choice'.

To monitor and report on the effectiveness and quality of social work services for children and young people and share the experiences and impact of social work across all levels of the organisation, including senior managers through our quality assurance framework.

Duties and Responsibilities

This is not a comprehensive list of all the tasks, which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

- Support the delivery of children's statutory social work services in accordance with the Council's duties as outlined in legislation and statutory guidance
- Act as a role model, embedding our culture and value base across the the social care workforce, ensuring children and young people are at the heart of all we do.



- Lead and contribute to strategies and actions which support us to embed professional and accountable culture which ensures children and young people are at the heart of all we do.
- Has a direct line into the Executive Director of Children's Services, the Chief Executive and Children's Cabinet Member in relation to the quality and effectiveness of social care practice.
- Develop a consistent strength based approach to working with children and families that supports sustainable improved outcomes.
- Act as the strategic lead on workforce consultation and workforce planning, ensuring that we listen and invest in our workforce and ensure we have robust plans to recruit, retain and develop a competent and stable workforce.
- Lead on the development and maintenance of practice standards across the service, ensuring that we continue to drive practice forward, to deliver an outstanding service for children, young people and their families.
- Embed quality assurance systems to ensure findings from audits shape and influence practice, whilst also ensuring they are linked to practice standards
- Working alongside colleagues in HR and Organisational Development, provide a strategic vision for the recruitment and retention of our Assessed and Support Year in Employment (ASYE) social workers, ensuring that we continue to grow competent and confident practitioners.
- Working alongside colleagues in HR and Organisational Development, provide strategic leadership in the review and delivery of progression strategies which ensure we have a competent and confident social work offer.
- Provide operational management for Practice Improvement Team and the Social Work Academy.
- Play a key role in working with our partners, within the organisation and externally, to ensure we are at the forefront of best practice.
- To ensure direct link to and communication with front line staff and service delivery.
- To ensure that children's voices are heard and help shape improvement in practice.
- To facilitate and foster a supportive organisation for all staff, encouraging their direct communication and contribution with regards to improving culture, service delivery, service user experience and organisational development.



- To support the continuity of service provision by forming part of the senior management out of hours arrangements for Children's Social Care.

CORPORATE RESPONSIBILITIES

- To support change management and promote clear, effective and transparent communication at all levels, both in and outside of the Council.
- To support the borough's preventative approach to delivery of children's services by ensuring the correct use of agreed information sharing and assessment frameworks.
- To contribute to an intelligence-led approach to service delivery and agreed performance monitoring and management structures.
- To promote and implement the Council's Equal Opportunities Policy in all aspects of employment and service delivery.
- To develop effective working partnerships and relationships with Members, directorates, local, regional and national organisations.
- To ensure all Council Standing Orders and Financial Procedure Rules are upheld, both personally and within the Department.
- To ensure that all legislative, regulatory and national guidance relating to Children's Services is adhered to and reported on as appropriate.
- To promote the duty to co-operate between organisations in order to improve the quality of life of all residents.

Knowsley Better Together – Staff Qualities





Health and Safety

- To use equipment as instructed and trained.
- To inform management of any health and safety issues which could place individuals at risk.
- To ensure suitable and sufficient risk assessments are carried out (taking into account employees' capabilities).

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use Policy, Data Protection Policy and GDPR.
- Protect the Council's information assets from unauthorised access, disclosure, modification, destruction or interference.
- Report actual or potential security incidents.
- As a senior officer, you will be expected to support the Council's emergency preparedness, response, and recovery arrangements; this may include, but is not restricted to, participation in appropriate training and exercises, participation in our emergency duty officer rota, and attending Strategic and/or Tactical and/or Recovery Coordinating Groups with our multi-agency partners.