Uwch Ymarferydd (Gwaith Cymdeithasol) Porth Cymorth Plant a Theuluoedd

Cyfeirnod y swydd: CHCS00053D1MTE
Lleoliad: Sîr Ddinbych
Cyflog: Grādd 10 £42,839 - £47,181
Oriau: 37 awr yr wythnos
Swydd barhāol

Mae'r Gwasanaeth Derbyn ac Ymyrraeth am benodi unigolyn brwdfrydig a llawn cymhelliant i swydd Uwch Ymarferydd.

Bydd yr ymgeisydd llwyddiannus yn gweithio o fewn tîm sefydledig yn cefnogi'r Rheolwr Tîm gydag arwain a goruchwylio grŵp o weithwyr cymdeithasol profiadol a newydd gymhwyso wrth ddarparu gwasanaeth o ansawdd uchel i blant, pobl ifanc a theuluoedd diamddiffyn sydd mewn perygl.

Mae hwn yn gyfle cyffrous i ddatblygu eich gwybodaeth a'ch sgiliau rheoli mewn amgylchedd arloesol.

Mae cymhwyster Proffesiynol mewn Gwaith Cymdeithasol a bod wedi cofrestru gyda Chyngor Gofal Cymru yn hanfodol, ynghyd â phrofiad o reoli atebol a goruchwyliaeth,gydag ymrwymiad i ddatblygiad proffesiynol parhaus. Mae Cyngor Sir Dinbych yn gweithio ar system PARIS.

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geirdāon boddhāol.

Os hoffech drafod unrhyw agwedd o'r swydd, ffoniwch Lisa Atherton, Rheolwr Gwasanaeth ar 01824 712834 neu Amber Jones, Rheolwr Tîm 01824 712728.

Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech

Senior Practitioner (Social Work) Children & Families Support Gateway

Job reference: CHCS00053D1MTE
Location: Denbighshire
Salary: Grade 10 £42,839 - £47,181
Hours: 37 hours per week
Permanent

The Children & Families Support Gateway is seeking to appoint an enthusiastic and motivated individual to the position of Senior Practitioner.

The successful applicant will work within an established team supporting the Team Mangerin leading and supervising a group of Information & Advice Officersin delivering a high quality of service to vulnerable children, young people and families inDenbighshire.

This is an exciting opportunity to develop both your knowledge and management skills in an innovative environment.

A Professional qualification in Social Work and Care Council for Wales registration is essential along with experience of line management and supervision, with a commitment to continuing professional development. Denbighshire County Council work on the PARIS system.

Appointment subject to Disclosure & Barring Service Check and satisfactory references.

If you would like to discuss any aspect of the post, please call Lisa Atherton, Service Manager on 01824 712834 or Amber Jones, Team Manager 01824 712728.

If you are interested in this vacancy, pleaseapply on-line via the websitewww.denbighshire.gov.uk For alternative methods of applying please contact Customer.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the

gymryd yn ganiataol nadydych wedi cyrraedd y rhestr fer am gyfweliad

Dyddiad Cau: 09/12/2025

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

closing date, you must assume that you have not been short listed for interview.

Closing Date: 09/12/2025

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH SWYDD-DDISGRIFIAD

Teitl y Swydd:	**Uwch Ymarferydd (Gwasanaeth Derbyn ac Ymyrraeth)**
Graddfa:	**Grādd 10**
Gwasanaeth:	**Gwasanaethau Plant ac Addysg**
Yn atebol i:	**Rheolwr Tim**
Cyfeirnod y Swydd/Dyddiad cyhoeddi:	**03254 / Mehefin 2017**
Categori Iaith Gymraeg:	**Sgiliau Iaith Gymraeg yn ddymunol – lefel 1** Lefelau o ran sgiliau Cymraeg

Pwrpas y Swydd

Darparu cyngor proffesiynol, arweiniad a chymorth i ymarferwyr gwaith cymdeithasol o fewn eu tîm.
Mentora a datblygu arfer proffesiynol o fewn eu timau ac o fewn y gwasanaeth yn gyffredinol drwy gydweithio gydag Ymarferwyr a Rheolwyr Tîm eraill.
Bod yn rheolwr atebol a goruchwylio staff gweithredol gofal cymdeithasol, i wella arferion ac i ddatblygu diwylliant o ddysgu.
Bod yn gyfrifol am hyrwyddo rheoli perfformiad a monitro ansawdd uchel staff gofal cymdeithasol trwy hyfforddi, mentora a chefnogi staff yn y tîm.
Sicrhau arfer integredig drwy gefnogi'r strwythurau a'r prosesau sy'n newid er mwyn cyflawni gwaith amlddisgyblaeth effeithiol.
Bydd y swydd yn golygu teithio o amgylch y Sir a gweithio mewn amryw o wahanol leoliadau.

Prif Gyfrifoldebau

1. Rheoli Llwyth Achosion

- Meithrin arferion o ansawdd da yn y tîm, gan roi cefnogaeth i ddarparu'r canlyniadau a ddymunir ar gyfer llwyth achosion a gytunwyd, a rheoli a chefnogi sefyllfaoedd dadleuol o fewn llwythi achosion.
- Cynnal nifer fechan o achosion cymhleth.
- Sicrhau bod ymyrraeth a chamau'n cael eu cymryd mewn ffordd amserol i amddiffyn plant sydd mewn perygl o niwed sylweddol.
- Sicrhau llif effeithlon ac effeithiol o waith o fewn yr adran.
- Cadeirio cyfarfodydd 'Strategaeth' a chyfarfodydd achos eraill, cynnal ymchwiliadau amddiffyn plant ac Ymchwiliadau Cwynion yn ôl cyfarwyddyd y Rheolwr Tîm a darparu cymorth i'r staff cysylltiedig.
- Cynorthwyo a chefnogi'r Rheolwr Tîm a'r tîm rheoli strategol y gwasanaeth ehangach i fodloni gofynion polisïau a gweithdrefnau'r Adran, gan ganolbwyntio'n benodol ar hyrwyddo, monitro a gwerthuso canlyniadau ar gyfer defnyddwyr gwasanaeth.
- Sicrhau arfer integredig drwy gefnogi strwythurau a phrosesau sy'n newid er mwyn cyflawni gwaith amlddisgyblaethol effeithiol a gwaith sy'n canolbwyntio ar ganlyniadau ar gyfer plant, pobl ifanc a theuluoedd.

2. Rheoli Adnoddau

- Arwain a chynorthwyo wrth gaffael gwasanaethau cefnogi a herio arfer aelodau staff eraill i sicrhau y caiff adnoddau eu rheoli'n effeithiol.
- Bod yn arloesol a chreadigol er mwyn gwneud y defnydd gorau o adnoddau gan sicrhau bod risg i annibyniaeth yn cael ei leihau ac adnoddau Adrannol yn cael eu defnyddio i'r eithaf.

3. Adnoddau Dynol

- Dirprwyo ar ran y Rheolwr Tîm a chefnogi timau/grwpiau gwaith eraill yn absenoldeb Uwch Ymarferydd arall.
- Cymryd rhan yn y broses recriwtio, dewis a sefydlu staff gofal cymdeithasol a chefnogi.
- Cyflawni gwaith rheoli atebol ffurfiol gydag aelodau'r tîm gan gynnwys Vision Time, gwyliau ac absenoldeb salwch hyd at gam 1.
- Cynnal goruchwyliaeth a gwerthusiadau staff a nodi a hwyluso cyfleoedd datblygu a llwybrau gyrfa i lywio strategaeth hyfforddi'r adran.
- Cyflawni swyddogaeth hyfforddi a mentora i aelodau newydd a benodir i'r tîm sy'n datblygu eu gwybodaeth.

4. Iechyd a Diogelwch gan gynnwys Rheoli Risg

- Nodi risgiau i'ch iechyd a'ch diogelwch personol chi ac eraill; cynnal asesiad risg cynhwysfawr ar reoli eich hun, cydweithwyr, defnyddwyr gwasanaeth a gofalwyr mewn modd diogel.
- Bod yn atebol am reoli risg yn yr adran a gweithredu ar unrhyw bryderon.
- Bod yn effro ac yn atebol i ddatblygiadau a newidiadau mewn deddfwriaeth Iechyd a Diogelwch a, mewn cydweithrediad â'r Adran ac Adrannau Iechyd a Diogelwch Corfforaethol.

5. Ymchwil a Datblygu

- Bod yn rhagweithiol wrth rannu gwybodaeth am ymchwil a gasglwyd, a'r effaith ar y gwasanaeth.
- Cymryd rhan mewn gweithgareddau cyfnewid gwybodaeth, cynghori staff, cydweithwyr ac ati ar ddatblygiadau newydd yn y maes yn ogystal â chymryd rhan mewn gwerthuso a gweithgareddau ymchwil o bryd i'w gilydd er mwyn cefnogi gwaith ar y cyd ac arfer da.
- Datblygu/cefnogi datblygiad polisïau a gweithdrefnau newydd sydd eu hangen yn y maes gwasanaeth arbenigol ac awgrymu a chefnogi datblygiad yn y gwasanaeth.

6. Rheoli Perfformiad/ Datblygiad Proffesiynol/ Gwella Gwasanaeth

- Cefnogi'r Rheolwr Tîm a Rheolwr Gwasanaeth a chydweithwyr eraill o fewn y Gwasanaeth Derbyn ac Ymyrraeth i sicrhau rheolaeth effeithiol o lwythi gwaith, cofnodi yn gywir a gwneud penderfyniadau ar sail tystiolaeth gan aelodau'r tîm a dyrannu atgyfeiriadau newydd a thasgau eraill yn eu habsenoldeb.
- Arwain o ran datblygu, gwella, monitro'r gwasanaeth a darparu adborth ar y safonau gwasanaeth a'r Dangosyddion Perfformiad ar gyfer y Gwasanaeth Derbyn ac Ymyrraeth.

- Gweithio gyda'r Rheolwr Tîm wrth weithio gyda'r Tîm Datblygu'r Gweithlu i ddatblygu, gweithredu, cyflwyno a gwerthuso rhaglenni hyfforddiant ar gyfer staff ar bob lefel i sicrhau bod eu gwybodaeth a'u hymwybyddiaeth yn gyfredol, a bod arfer da yn cael ei gyflawni yn y Gwasanaeth.
- Hyrwyddo a sicrhau dealltwriaeth y tîm o'r fframwaith deddfwriaethol, y polisi a'r arfer sy'n sail i waith yr Adran.
- Bod yn gyfrifol am eich datblygiad proffesiynol parhaus chi ac eraill.
- Cymryd rhan ymarferol a chyfrannu'n llawn at y broses cynllunio busnes a gwasanaeth.

Adnoddau / Offer / Deunyddiau

Amherthnasol.

Goruchwylio / Rheoli Pobl

Cefnogi'r Rheolwr tîm wrth ddarparu rheolaeth atebol ffurfiol i weithwyr cymdeithasol profiadol a newydd gymhwyso.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

- Cymhwyster Gwaith Cymdeithasol
- Wedi cael hyfforddiant ABE ac Adran 47
- Wedi cofrestru â Chyngor Gofal Cymru
- Profiad o waith gyda phlant, pobl ifanc a theuluoedd diamddiffyn.
- Profiad o ddiogelu ac amddiffyn plant (rheoli achosion cymhleth)
- Profiad o oruchwylio a bod yn rheolwr atebol i eraill

Amodau Gwaith Arbennig

Bydd deiliad y swydd yn gweithio mewn amryw o leoliadau; yn y swyddfa/ adeiladau mynediad cyhoeddus/ cartrefi cleientiaid – pob un gyda gwahanol amodau.

Wrth weithio ar eich pen eich hun mae'n rhaid i chi fod yn ymwybodol o'r angen i weithio o fewn terfynau'r Polisi Gweithio Ar Eich Pen Eich Hun a bod yn ymwybodol o'ch iechyd a'ch diogelwch eich hun.

Archwiliadau Cyflogaeth / Gofynion Penodol

Mae'n ofynnol i bob aelod newydd o staff fynd drwy ein gwiriadau recriwtio mwy diogel; clirio DBS, 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, tystiolaeth o gymwysterau hanfodol, tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac atal caethwasiaeth a masnachu mewn pobl, gan wneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth modern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelwch yn bwysig i bawb, ac mae gofyn i holl gyflogeion Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor, mae dyletswydd arnynt

i roi gwybod am unrhyw bryderon sy'n codi yn ystod eu dyletswyddau a bod yn ymwybodol o arwyddion cam-fanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu pan gaiff camfanteisio ei adnabod.
Gweledigaeth / Cyd-destun
Bydd disgwyl i ddeiliad y swydd ddarparu cyngor arbenigol ar gyfer yr achosion mwy cymhleth yn eu maes arbenigedd. Wrth arwain y ffordd o ran arfer da, byddant yn cyrraedd safonau proffesiynol uchel o ran eu harbenigedd ac yn rhannu arfer da gyda'u tîm ac yn fwy eang ar draws y Gwasanaeth Derbyn ac Ymyrraeth. Bydd hyn yn cynnwys hyfforddi a mentora cydweithwyr a chymryd rhan weithgar yn y sefydliad proffesiynol/corff arweiniol priodol.

CYNGOR SIR DDINBYCH MANYLION AM YR UNIGOLYN

Mae'r Manylion yn nodi'r sgiliau, yr wybodaeth a'r profiad a ystyrir yn hanfodol er mwyn ymgymryd â dyletswyddau'r swydd yn effeithiol. Caiff ei defnyddio wrth lunio rhestr fer ac ar gyfer y broses o gyfweld am y swydd hon. Dylech ddangos ar eich ffurflen gais sut rydych yn bodloni'r meini prawf hyn. Byddwch ddim ond yn cael eich cynnwys ar y rhestr fer os ydych yn bodloni pob un o'r meini prawf hanfodol (â'r meini prawf dymunol lle bo'n berthnasol).

Teitl y Swydd:	**Uwch Ymarferydd**
Gwasanaeth:	**Gwasanaeth Derbyn ac Ymyrraeth**
Graddfa:	**Grädd 10**

MEINI PRAWF	**HANFODOL**	**DYMUNOL**	**DULL ASESU** Ffurflen Gais / Cyfweliad / Cyflwyniad / Geirda ac ati
1. ADDYSG A CHYMWYSTERAU	DiPSW/ Cymhwyster lefel gradd mewn Gwaith Cymdeithasol	Cymhwyster Rheoli neu Oruchwylio	Ffurflen Gais / Cyfweliad
2. PROFIAD PERTHNASOL	Profiad sylweddol yn y maes Gwasanaethau Cymdeithasol. Isafswm o 4 blynedd. Profiad o weithio mewn lleoliad amlasiantaeth amlddisgyblaethol a datblygu perthynas effeithiol Y gall i arddangos profiad blaenorol o ymyrraeth gymdeithasol ar y lefel uchaf Profiad a chyfranogi at ddatblygiad gwasanaeth a phrofiad o gyfranogiad defnyddiwr gwasanaeth yn hanfodol er mwyn penodi Mae profiad o drefnu a chadeirio cyfarfodydd yn hanfodol	Mae profiad o roi cyflwyniadau ffurfiol yn ddymunol	Ffurflen Gais / Cyfweliad

3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD	Dealltwriaeth gadarn o ddeddfwriaeth berthnasol, megis y Ddeddf Gwasanaethau Cymdeithasol a Lles (Cymru) Gwybodaeth am weithdrefnau amddiffyn plant/oedolion. Profiad o oruchwylio eraill Gallu gosod amcanion clir a gweithio mewn dull trefnus tuag at y safonau uchaf Gallu eich ysgogi eich hun ac eraill. Defnyddio sgiliau asesu i amlygu anghenion eraill er mwyn nodi sut y gellir eu diwallu.		Ffurflen Gais / Cyfweliad
4. NODWEDDION PERSONOL	Aelod da o dîm sy'n gweithio mewn modd cydlynol ac sy'n parchu rolau eraill. Yn gallu deall a gweithio o fewn polisïau sefydliadol i gwrdd ag anghenion gwahanol ddefnyddwyr gwasanaeth a staff ac arwain ar y gwaith o ddatblygu polisïau a gweithdrefnau o fewn maes arbenigedd Yn gallu bod yn arloesol a chreadigol wrth ddatrys problemau gyda lefel uchel o sgiliau dadansoddol a barn ar gyfer asesu a datblygu ymyriadau a monitro anghenion defnyddwyr gwasanaeth Brwdfrydedd, hunan ysgogiad ac yn gallu		Ffurflen Gais / Cyfweliad

	dylanwadu ac arwain mewn maes arbenigedd. Yn gallu arwain ac ysgogi eraill o fewn y tîm a chyfrannu sgiliau a gwybodaeth broffesiynol i gydweithwyr eraill o fewn y Tîm ac ar draws y gwasanaeth ac asiantaethau eraill Gallu gwerthuso eich arfer eich hun a gwneud newidiadau. Yn gallu gweithio o fewn terfynau y cytunwyd arnynt tra'n cydnabod meysydd disgresiwn. Sgiliau cyfathrebu da yn ysgrifenedig, ar lafar a dieiriau. Gallu gweithio mewn amgylchedd dan bwysau.		
5. GOFYNION ERAILL	Empathi at y Gymraeg a diwylliant Cymreig. Sgiliau gweinyddol cadarn ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth Sgiliau rhyngbersonol a chyfathrebu ardderchog ac arddull sy'n hwyluso i sicrhau dealltwriaeth a chynnydd ar gyfer defnyddwyr gwasanaethau a staff is. Sgiliau rheoli amser a threfnu ardderchog. Gallu bodloni gofynion corfforol, teithio a symudedd y swydd (gyda neu heb addasiadau rhesymol)	Rhugl yn y Gymraeg Mae'r gallu i gyflawni'r holl arferion gwaith trwy gyfrwng y Gymraeg yn ddymunol.	Ffurflen Gais / Cyfweliad

	Meddu ar ymagwedd hyblyg tuag at ddyletswyddau, patrymau gwaith, lleoliadau ac oriau		

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	**Senior Practitioner (Social Work)**
Grade:	**Grade 10**
Service:	**Education & Children's Services**
Responsible to:	**Team Manager**
Job ID Number / Date Issued:	**03254 / June 2017**
Welsh Language Category:	**Welsh language skills are desirable – level 1** Welsh Language Levels

Job Purpose

To provide professional information, advice, guidance and support to citizens, other professionals and practitioners within their team.
To mentor and develop professional practice within their teams and within the overall service by working collaboratively with other practitioners and Team Managers.
To provide line management and supervision of operational social care staff, to improve practice and develop a learning culture.
To be responsible for the of the performance management, high quality monitoring of social care staff by coaching, mentoring and supporting staff within the team.
To ensure integrated practice by supporting the changing structures and processes to achieve effective multi-disciplinary work.
The post will require travel around the County and work in a variety of different locations.

Principal Accountabilities and Responsibilities

1. **Caseload Management**

- To foster high quality practice within the team, providing support to deliver desired outcomes for an agreed caseload and managing and supporting contentious situations within caseloads.
- Hold small number of complex cases.
- To ensure intervention and action is taken in a timely way to protect children at risk of significant harm.
- To ensure the efficient and effective flow of work within the department.
- Chair 'Strategy' and other case meetings, undertaking child protection investigations and Complaints Investigations as directed by the Team Manager and providing support to staff involved.
- Assist and support the Team Manager and wider service strategic management team in meeting the requirements of the Department's policies and procedures, with a particular focus on promoting, monitoring and evaluating outcomes for service users.
- Ensure integrated practice by supporting the changing structures and processes to achieve effective multi-disciplinary and outcome focused work with children, young

people and families.

2. Resource Management

- Guiding and assisting in the procurement of support services and challenging the practice of other staff to ensure effective resource management.
- To be innovative and creative to make the best use of resources ensuring risk to independence is minimised and Departmental resources are maximised.

3. Human Resources

- To deputise for the Team Manager and support other teams/work groups in the absence of a Senior Practitioner colleague.
- To participate in the recruitment, selection and induction process of social care and support staff.
- To formally line manage team members including Vision Time, annual leave and sickness absence up to stage 1.
- To undertake supervision and staff appraisals and identify and facilitate developmental opportunities and career pathways to inform the departmental training strategy.
- To assume a coaching and mentoring role for newly appointed team members who are developing their knowledge.

4. Health and Safety including Risk Management

- To identify risk to personal health safety and that of others; undertake comprehensive risk assessment for the safe management of self, colleagues, service users and carers.
- To be accountable for managing risk within the department and acting on any concerns.
- To be alert and accountable to developments and changes in Health and Safety legislation and, in liaison with the Department and Corporate Health and Safety Sections.

5. Research and Development

- To be proactive in the dissemination of research information gathered, and the impact on the service summarised.
- To participate in information exchange activities, advise staff, colleagues etc. on new developments within the field as well as from time to time, engaging in evaluation and research activities to support joint working and good practice.
- Develop/support the development of new policies and procedures required in the specialist service area and suggest and support development within the service.

6. Performance Management/Professional Development/Service Improvement

- Support the Team Manager and Service Manager and colleagues within the service to ensure the effective management of workloads, accurate recording and evidence

based decision making of team members and allocate new referrals and other tasks in their absence.

- To take a lead in the development, improvement, monitoring and feedback of service standards and Performance Indicators for the Intake & Intervention Service.
- To support the Team Manager in working with the Workforce Development Team to develop, implement, deliver and evaluate training programmes for all levels of staff to ensure that their knowledge and awareness are up to date, and good practice achieved in the Service.
- Promote and ensure team understanding of the legislative framework, policy and practice that underpins the work of the Department.
- Take responsibility for continuing professional development of self and others.
- To participate actively and contribute fully to the business and service planning processes.

Resources/Equipment/Material

Laptop and mobile phone.

Supervision/Management of People

To support the Team Manager in providing formal line management and quality assurance of the work of 6 Information & Advice Officers.

Knowledge, Skills, Training and Experience

- Social Work Qualification.
- Experience in the provision of high quality Information and Advice
- ABE & Section 47 Trained.
- Care Council for Wales Registration.
- Experience of work with vulnerable children, young people and families.
- Experience of safeguarding & child protection (complex case management).
- Experience of supervision and line management of others.

Special Working Conditions

The post holder will work in a variety of locations; office based / public access buildings, / client's homes - all of which will have varying conditions.

When working alone the post holder must be aware of the need to work within the parameters of the Lone Working Policy and to be aware of their own health and safety.

Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

The Social Services and Well-being (Wales) Act 2014 introduced a duty on local authorities to provide all individuals within their locality with accessible information, advice and assistance (IAA) to enable them to make plans to meet their care and support needs or a carer to meet their support needs now and in the future.

The Children and Families Support Gateway is the first point of contact for citizens and other professionals to access Information, Advice and Assistance (IAA) in relation to social care and wellbeing needs. The service will promote early intervention and prevention of escalating need by ensuring that the right help is available at the right time.

The service will help people to understand how the care and support system operates in their local area and how they, or someone they care for, can be supported to achieve their personal well-being outcomes.

The service takes action to enable Children and Young People to have the best outcome, ensuring that Children are protected from maltreatment, protecting from harm, abuse or neglect.

DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Post Title:	**Senior Practitioner (Social Work)**
Service:	**Children & Families Support Gateway**
Grade:	**Grade 10**

CRITERIA	**ESSENTIAL**	**DESIRABLE**	**METHOD OF ASSESSMENT** Application Form / Interview / Presentation / References etc
1. EDUCATION & QUALIFICATIONS	DiPSW/Degree level qualification in Social Work	Management / Supervision Qualification	Application Form / Interview
2. RELEVANT EXPERIENCE	Substantial experience within a Social Services setting. Minimum 4 years Experience of working in a multi-disciplinary multi agency setting and developing effective relationships Ability to demonstrate a track record of social intervention at the highest level Experience and involvement in service development and experience of service user involvement is essential on appointment Experience of organizing and chairing meetings is essential	Experience of giving formal presentations is desirable	Application Form / Interview
3. JOB RELATED KNOWLEDGE & SKILLS	A sound understanding of relevant legislation such as the Social Services & Wellbeing Act (Wales)		Application Form / Interview

	Knowledge of child/adult protection procedures Experience of supervising others The ability to set clear objectives and work in a systematic way to the highest standards Ability to motivate oneself and others Assessment skills to identify the needs of others in order to identify how they can be met		
4. PERSONAL QUALITIES	A good team member working in a cohesive way that respects others roles Ability to comprehend and work within organisational policies to meet the differing needs of service users and staff and to lead on the development of policies and procedures within area of specialism The ability to be innovative and creative in problem solving with a high level of analytical and judgement skills for assessing and developing interventions and monitoring the needs of service users Enthusiasm, self-motivation and ability to influence and lead within an area of expertise Ability to lead and motivate others within the team and to contribute professional skills and knowledge to		Application Form / Interview

	other colleagues within the Team and across the service and other agencies The ability to evaluate own practice and implement changes The ability to work within agreed boundaries whilst recognising areas of discretion Excellent written, verbal and non-verbal communication skills Ability to work in a pressurised environment		
5. OTHER REQUIREMENTS	Empathy with the Welsh Language and Culture Efficient administrative skills and familiarity with Information Technology and Information Systems Excellent interpersonal and communication skills and a facilitative style to ensure understanding and progress for both service users and junior staff Excellent time management and organizational skills Able to meet the physical, travel and mobility requirements of the post (with or without reasonable adjustments) Has a flexible approach to duties, working patterns, locations and hours	Fluent in Welsh language The ability to carry out all working practices through the medium of Welsh is desirable	Application Form / Interview