



**SWYDDI CYNGOR**  
RHONDDA CYNON TAF  
**COUNCIL JOBS**



# Pecyn Gwybodaeth i Ymgeiswyr

## Candidate Information Pack

## JOB DESCRIPTION

### Practice Learning Facilitator -Social Work Degree.

*Post Reference Number:* POST 003365

*Date of Job Description:* 27/09/2022

*Version:*1

<b>Grade</b>	11
<b>Location</b>	Rock Grounds, Aberdare
<b>Group</b>	Community & Children's Services
<b>Division</b>	Transformation
<b>Department/Section</b>	Regional Social Care Workforce Development Service
<b>Team/Sub Section</b>	Practice Learning -Social Work Degree
<b>Responsible to</b>	Workforce Development Co-ordinator – Social Work Student Learning and Post Qualifying
<b>Posts reporting to this post</b>	None
<b>DBS Required</b>	Enhanced with both workforce

## Why work for Rhondda Cynon Taf Council?

Rhondda Cynon Taf Council is one of the largest Local Authorities in Wales and our vision is "for Rhondda Cynon Taf to be the best place in Wales to live, work and play, where people and businesses are independent, healthy and prosperous".

If you work for us, everything you do will be about making a positive difference to our community and the public sector.

Our excellent induction, training and development programmes will help you grow in your role. You will be challenged and supported, with the opportunity to learn new and transferable skills whilst playing your part in helping others.

Our generous annual leave allowance will provide you with 25 days holidays (pro rata, increasing to 30 upon 5 years of completed service), in addition to 8 public holidays. We have an excellent pension scheme with employer contributions and our financial support benefits will help to give you a sense of security and wellbeing for the future. We care about the wellbeing of our staff and our family friendly and inclusive policies allow for flexibility when needed. We offer support and advice including counselling, health surveillance, nurse and physiotherapy services. There are also a number of staff networks for employees including the Allies Network, a Disability and Carers Network, Perthyn our LGBTQ+ Network and Spotlight, open to Black, Asian and minority ethnic staff.

In addition, you will have access to a wide range of staff benefits including discounted 'Leisure for Life' membership, 'Vectis Card' for discounts on hundreds of products and services, Cycle to Work scheme and a technology purchase scheme.

Please see our [career pages](#) to find out more about working for us.

## Purpose of the post:

To facilitate the learning and development of students undertaking the Degree and MA in Social Work through the provision of:

1. Distance Practice Assessment
2. Supervision and mentoring.
3. Facilitation of group learning and development

To facilitate support and developmental groups for both Practice Assessors and students.

- To provide assessment of individuals undertaking Practice Assessment qualifications.
- To support and develop existing and new Practice Learning Opportunities.  
To facilitate the Induction of Level 1 students.

## What you will deliver:

- You will work with the Workforce Development Co-ordinator in managing and co-ordinating the Practice Learning function across the social work and Social Care sector within Rhondda Cynon Taf.
- You will work with university colleagues and individual students in developing and monitoring tailored learning needs plans.
- You will work with individual students and groups of students to develop and assess their Knowledge, Skills and Values, with specific regard to the understanding of anti-oppressive and anti-discriminatory practice, and the place and practice of Social Work within a Welsh context.
- You will represent Rhondda Cynon Taf on various local and regional Social Work Programme committees.
- You will work with others in ensuring the quality and sufficiency of Practice Learning Opportunities within Rhondda Cynon Taf.
- You will promote practice learning to Organisations, Teams, Projects, groups, and individuals, and assist them to become fully engaged with the Practice Learning function
- You will work with others to ensure the effective administration of the process.
- You will provide individual assessment reports, and strategic information as required
- You will keep up to date with current developments in qualifying training for Social Workers.
- You will contribute to the annual development of the Social Care Workforce Development Plan.
- You will take responsibility for own learning by undertaking relevant training to ensure continual professional development in line with the role and responsibilities of the post, especially with regard to research in the areas of Practice Learning.

To undertake such other duties and responsibilities commensurate with the grade, as may be reasonably required by the Service Director, or as a mutually agreed development opportunity.

To comply with the Council's Health and Safety Policies and procedures and undertake any relevant health and safety duties in accordance with local arrangements.

To support the Council to play its part in tackling Climate Change and meeting its Carbon Reduction targets across the services it delivers and also in the goods and services it buys or commissions from other organisations.

## What you will deliver:

All staff have a valuable and vital role in keeping people safe. Any person with concerns regarding the safety of a child or adult at risk, OR the behaviour of a colleague towards a child or adult at risk, has a responsibility to report this immediately. This should be done via the person's Line Manager, Designated Safeguarding Lead or contact the Cwm Taf Multi Agency Safeguarding Hub.

**THE CONTENTS OF THE DOCUMENT WILL BE SUBJECT TO REVIEW FROM TIME TO TIME IN CONSULTATION WITH THE POST HOLDER. JOB DESCRIPTIONS MAY BE AMENDED TO REFLECT AND RECORD SUCH CHANGES.**



## PERSON SPECIFICATION

**This Person Specification sets out the knowledge and/or qualifications, past experience and personal competencies that would be ideal for this particular post.**

The **Knowledge/Qualifications** and Experience sections describe what is required in terms of the technical ability that is needed to do this job successfully.

The **Competencies** section describes the kinds of non-technical skills, abilities and personal characteristics that the ideal person for this particular role would have. The competencies describe how that person would ideally work with other people and how they would approach their responsibilities.

The **Special Conditions and Professional Requirements** section describes any other qualities appropriate to the particular circumstances associated with this role.

### Knowledge / Education:

Essential	Desirable
Recognised qualification in accordance with the Social Care Wales Qualification Framework e.g. Social Work, Social Care, Management, Training/Teaching <a href="https://socialcare.wales/resources/qualification-framework-for-the-social-care-sector-in-wales">https://socialcare.wales/resources/qualification-framework-for-the-social-care-sector-in-wales</a>	Desirable - Welsh Language Level 2 - Level 5. Please refer to The Welsh Language Skills Guidance online <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a>
At least one of the following recognised Practice Teaching qualifications.  PQ6 (Practice Teaching) Practice Teaching Award	
Welsh Language Level 1 - All employees will be required to undertake a basic Welsh Language Induction to reach this level. Please refer to The Welsh Language Skills Guidance online <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a>	
Understanding of the adult learning process	
Knowledge of Social Work qualifying awards	
Knowledge of good Social Work practice across the social work spectrum	

## Experience:

Essential	Desirable
Direct experience of providing practice assessment of Social Work students.	Some experience of facilitating group learning.
Direct experience of social work practice within the last five years.	Some experience of mentoring.
A minimum of 3 years post qualifying experience	

## Welsh language skills:

Essential	Desirable
<p>Welsh Language Level 1 <input checked="" type="checkbox"/></p> <p><i>All employees will be required to undertake a basic Welsh Language induction to reach this level</i></p> <p>Welsh Language Level 2 <input type="checkbox"/></p> <p>Welsh Language Level 3 <input type="checkbox"/></p> <p>Welsh Language Level 3-5 <input type="checkbox"/></p> <p>Welsh Language Level 4 <input type="checkbox"/></p> <p>Welsh Language Level 5 <input type="checkbox"/></p>	<p>Welsh Language Level 2 <input type="checkbox"/></p> <p>Welsh Language Level 3 <input type="checkbox"/></p> <p>Welsh Language Level 3-5 <input type="checkbox"/></p> <p>Welsh Language Level 4 <input type="checkbox"/></p> <p>Welsh Language Level 5 <input type="checkbox"/></p>
<p>For details about the levels please refer to 'The Welsh Language Skills Guidance' online: <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a></p>	

## What skills you will use in the workplace:

Competency	Community and Social Care Competency Framework
Competency Areas	Competency behaviours and values
<b>Working with partners</b>	Actively identifies partners and community networks that can be used for the benefit of the service user.

	<b>Recognises the value and expertise of others within the wider environment.</b>
<b>Working with team members</b>	Builds lasting, positive & supportive relationships based on trust. <b>Promotes and demonstrates an ethos of equality and diversity.</b>
<b>Communicating effectively</b>	Communicates clearly and concisely. <b>Produces clear, accurate and up-to-date reports and records.</b> Is able to deliver difficult messages sensitively.
Earning service users' trust	Is person centred and empathic in responding to individuals' emotional and psychological wellbeing Establishing two-way communication that respects the rights and beliefs of the individual e.g. rapport.
Working with change	Has creative and different ideas about how to move things forward in service areas. Makes changes and ideas a reality and helps to make them work.
<b>Achieving results</b>	Demonstrates professional competence and consistently delivers high-quality outcomes. <b>Is flexible, can switch tasks / roles /priorities to deal with new demands, changes or new information.</b>
<b>Encouraging professional development</b>	<b>Continually actively reviews their own development, identifying opportunities to progress.</b> Participates in regular reviews and supervisions to identify goals and areas for development.
Complying with Health and Safety	Is aware of current and potential risks and hazards within the context of their duties. Puts measures in place that minimise risk of incidents.

## Special Conditions and Professional Requirements

See above under Qualifications, Knowledge and Experience.

Ability to travel in line with the requirements of the post

Flexible working arrangements