

JOB DESCRIPTION

Job Title	Academy Educator		
Directorate	Children's Social Care		
Reporting to	Senior Project Officer / Staff Development Officer		
Grade	11		
Evaluation ref:	TR0301	Job Family ref:	
Role purpose			
The purpose of this role is to lead, facilitate and deliver high quality learning development and practice improvement across the children's social care workforce, including foster carers and volunteers, to strengthen practice quality, improve outcomes for children and families and embed a culture of continuous learning. The role also requires a commitment to embedding trauma informed practice and remaining informed on local and government transformations, research, and case law, thereby ensuring that all learning and development offerings remain current and responsive, including supporting and leading on development initiatives to support the Family First Partnership Programme. t The postholder designs, delivers and evaluates high quality learning that strengthens practice within CSC, Early help, Fostering and Kinship, and the wider multi-agency partners.			
Accountabilities			
Work as part of Children's Social Care and with partner agencies to identify learning and development needs across the workforce and then build and deliver relevant training to meet the identified needs. Working closely with the Principal Social Worker and the senior leadership team to identify workforce training needs, developing bespoke learning opportunities and providing quality assurance to ensure that training provision meets both individual and service requirements. • Plan and devise course content and oversee the delivery of a range of training courses, conferences and other learning events each year within an agreed budget. Course and conference delegates will range from alternatively qualified staff through to senior managers. • Keep up to date with local and national developments in Children's Social Care, particularly in the areas of research, policy, case law and practice and to disseminate appropriate resources and materials via training courses or other media.			

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- Ensure current L&D offer is relevant, trauma informed and is in line with local and national developments, working with internal and external trainers to make sure their deliveries are reflective of current times.
- Work closely with the training team in the Somerset Safeguarding Children's Partnership to develop and deliver training where appropriate.
- Monitor and quality assure progress against annual training programme targets, ensuring quality and content meets the departmental needs, providing reports to senior leaders.
- Promote management understanding of the necessity of training to implement change and to facilitate improved professional standards.
- Deliver where appropriate CPD to other areas of Somerset Council and our partner agencies.
- Develop useable resources and information about learning from local and national reviews, changes in legislation or statutory guidance. This includes guides, presentations, e-learning and live events.
- Develop close links and lead partnership work with training officers across the partnership, neighbouring local authorities and Somerset Council.
- Develop relationships regionally and nationally to keep up to date with current research, literature and best practice.
- Deal sensitively and appropriately with confidential information and solution focused where there is resistance to training.
- Assess Diploma for Residential Childcare Level 3 qualification for Residential staff.

Impact

1. **Cost Reduction:** Internal training can be more cost-effective compared to external training programs. It eliminates the need for travel, accommodation, and external trainer fees. Additionally, it allows for more flexible scheduling, reducing the need for overtime or temporary staff to cover shifts
2. **Embedding Good Practice:** Internal training ensures that all staff are consistently trained to the same standards, which helps embed good practice across the organisation. It allows for the training to be tailored specifically to the needs of the service and the children it supports. This can lead to improved outcomes for children and young people, as staff are better equipped to handle various situations and provide high-quality care.
3. **Improved Staff Retention and Recruitment:** Offering robust internal training programs can improve staff morale and job satisfaction, leading to better retention rates. It also makes the organization more attractive to potential recruits who are looking for opportunities for professional development.
4. **Regulatory Compliance:** Internal training helps ensure that all staff meet mandatory training requirements and stay up to date with the latest

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regulations and best practices. This is crucial for maintaining compliance with regulatory bodies and ensuring the safety and well-being of children in care

5. **Continuous Improvement:** An internal training resource can support a culture of continuous improvement by regularly updating training materials based on feedback and new research. This helps keep the organization agile and responsive to changes in the field of children's social care.

Overall, an internal training resource is a valuable asset in children's social care, contributing to cost savings, better practice, and improved outcomes for both staff and children.

Knowledge / Experience / Skills		
	Essential	Desirable
Knowledge		
Trauma informed practice	Y	
Systemic practice	Y	
Anti-discriminatory practice	Y	
Safeguarding and Child protection	Y	
Broad understanding of teams across Children's Social Care, including but not limited to Prevention and statutory services.	Y	
In-depth understanding of Children's Social Care legislation, good practice and research	Y	
Understanding of current socio-economic and environmental factors that impact children, young people and families in Somerset	Y	
Managing and handling confidential information	Y	
In-depth understanding of training and development principles and best practice	Y	
Knowledge of adult learning theories and instructional design	Y	
Experience		
Social Care Practitioner with minimum 3 years' experience	Y	
Proven experience in designing and delivering training	Y	
Delivering periodic reports on training delivery and uptake		Y
Prioritising workload, time management, dealing with conflicting priorities and meeting deadlines.	Y	
Experience in coordinating with external training providers		Y

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Qualifications / Registrations / Certifications		
Professional certificate in training and development	Y	
Social Work degree or equivalent qualification in a relevant field of practice (e.g. Early Years Foundation Degree, Degree in Early Childhood Studies, Degree in youth Work)	Y	
PEPS 1		Y
PEPS 2		Y
The L3 Certificate in Assessing Vocational Achievement (CAVA)		Y
Skills		
Highly effective verbal and written communication skills, including presentation skills.	Y	
Writing and delivering high quality accessible training, seminars and e-Learning	Y	
Proficiency in using training software and tools, IT systems and applications including spread sheets, word processing, Teams/Zoom, power point and database.	Y	
Identify, assess and respond to key policies, issues and updates in the Children Social Care sphere.	Y	
Empathetically and sensitively engage with those who may have a lived experience of abuse and may find training as a trigger to past trauma	Y	
Excellent attention to detail.	Y	
Current knowledge of relevant legislation and statutory guidance.	Y	
Working Conditions		
Full time, permanent contract. Must deliver a mix of face to face and online training. Must attend offices throughout the council. Office base will be County Hall.		
Working Arrangements		
Somerset Council's dynamic Working Strategy will be applied to this position		
Corporate Responsibilities		
Understand, uphold, and promote 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. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.		