



Practical Application from the Principal Social Worker Perspective

A presentation by Sarah Range,
Principal Social Worker
(Southend City Council) and Co-
Chair of the Eastern Region
Principal Social Work Network

The Care Act 2014 and the role of the PSW



Care Act 2014

Enshrined in the Care Act 2014 as a statutory function to:

- lead and oversee excellent social work practice
- support and develop arrangements for excellent practice
- lead the development of excellent social workers
- support effective social work supervision and decision making

Oversee	Advise	Function
quality assurance and improvement of social work practice	the Director of Adult Social services (DASS) and/or wider council in complex or controversial cases and on developing case or other law relating to social work practice	at the strategic level of the Professional Capabilities Framework (Chapter 1.27 Care and Support Statutory Guidance)

Main responsibilities of the role in relation to social work



- **INSPIRE:** To inspire and lead the social care workforce within adult social care, operating strategically, innovatively and creatively to encourage social workers and other professionals to meet the needs of residents and communities.
- **STRATEGIC OVERSIGHT:** To be accountable for an effective practice governance framework and working alongside strategic partners to ensure social care practice is effective, efficient, fulfils its statutory functions and delivers positive outcomes in line with relevant plans and strategies.
- **INFLUENCE:** To provide professional advice and drive and influence transformation across Adults Services that will help determine the overall priorities for quality assurance and the improvement of service delivery in line with statutory requirements and the Council's value for money principles.
- **SAFEGUARDING:** To lead, develop and drive the strategic safeguarding agenda ensuring that the people experience a cohesive and robust response to all safeguarding concerns.

Why is the Principal Social Worker role unique and how does it support safeguarding?

As the Principal Social Worker, you are the ambassador of **ethics, trauma informed, strengths-based practice** leading an approach to social care that is person centred, outcome focused, community connected and ensures value for money to our customers and the Council.

We encourage ingenuity and ensure that the **voice of Social Work is represented and understood**.

Create space for **innovative and courageous practice** that seeks to develop the best quality outcomes for residents.

We champion **excellence in social work practice** within Adult Social Care and contribute to developments at a regional and national level.

We take the lead in supporting all staff to have **robust knowledge and competence** in the skilled application of legislation.

Balance professional judgements on authority-wide, non-standard problems and will be responsible for putting in place appropriate and complex partnerships. This will require **excellent negotiation skills** and the need to find solutions where there are many conflicting factors.

Safeguarding and the role of the PSW



Broad knowledge base on safeguarding and Making Safeguarding Personal and be confident in its application in their own and others' work.

Lead on ensuring the quality and consistency of social work practice in fulfilling its safeguarding responsibilities.

Extensive knowledge of safeguarding, practice and legal context

Key Ingredients for success



Strong commitment to human rights, equality, choice, control and social justice

Consistency, partnership working, collaboration & barriers, relational practice, professional curiosity

“Actions are reasonable, rational, timely, lawful and taken without bias”

“...is the ability to **influence change** and best Social Work practice within adults services. Engaging with a wider network enables **best practice** to be shared and learnt from; ensuring our local authority is part of a wider network, **strengthening best practice**, compliance and increasing resources and relationships.”



References

The Care Act 2014

Revisiting Safeguarding Practice
(2022) [Revisiting safeguarding practice -
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