

## Director: Children's Safeguarding and Care Services

**Grade: Reward Band 8 HAY ID 235**

### About the Job

A priority for the council is to make life better for our most vulnerable children and young people; a responsibility which the Local Authority leads but is also shared across all public sector partners. The council and its partners are committed to making sustainable improvements to the effectiveness of children's services in Gloucestershire. The post holder is accountable to the Director of Children's Services for the leadership and delivery of all aspects of the Children's Services Improvement Plan relating to the quality and impact of practice across social care. The post holder is responsible for ensuring the council's compliance with its statutory duties to children in need, including children in need of protection, children in care and care leavers, and for the outcome of Ofsted visits, inspections and reviews of its Safeguarding & Care Services.

As a key member of the Children's Services Strategic Leadership Team and Corporate Leadership Team, the post holder ensures the achievement of the council's strategic and service outcomes through an effective, efficient and high performing delivery model. The Deputy Director provides practice leadership for all aspects of children's social care through an integrated delivery model from early help and targeted support to children in need and child protection, to children in care and care leavers. A high degree of flexibility is required across the role, within the delivery function.

### This is what we need you to do...

- Ensure that the experience of children and young people is at the heart of the council's approach and their voices inform our ways of working particularly in respect of service delivery and decision making about their lives and things that matter to them.
- Lead the operational management of children's social care services, ensuring achievement of the relevant aspects of departmental priorities, including delivery of the Improvement Plan, to ensure effective and efficient delivery of services to the
- Create organisational and cultural conditions which foster excellent performance and innovation amongst employees, ensure learning from best practice elsewhere and develop a culture of continual learning to improve practice and performance.
- Ensure that social work practice and systems are robust, defensible and can be appropriately challenged and continuously developed.
- Role model and champion the council's values and leadership behaviours.

highest standards and adhere to the regulatory professional standards set out by Social Work England.

- Work with relevant strategic commissioners to ensure effective and efficient delivery of commissioned services meet the commissioning specifications and deliver intended outcomes.
- Contribute to the strategic leadership of Children's Services as part of the wider management team and Improvement Board.
- Ensure services respond and contribute to improved outcomes for children and their families, delivering the council's plans, priorities and strategies that achieve value for money, consistent with good practice.
- Ensure services which are directly provided by the council are flexible and responsive to strategic commissioning plans. Lead business development across delivery units whilst providing autonomy and the discretion to innovate.
- Develop Children's social care managers to ensure that they have the experience, knowledge, and skills to lead effective and high performing teams and services.

### **Director: Children's Safeguarding and Care Services**

The post holder is responsible for a wide range of services for children and young people, with a focus on children's social care; targeted early intervention and prevention; children in need of support and children in need of protection, including children and young people with disabilities; children looked after; and care leavers. The post holder is responsible for ensuring full compliance with the council's statutory duties to children in need of protection and care. The post holder is the council's senior children's social care expert and advisor in respect of safeguarding and children looked after. The post holder is responsible for the quality and impact of practice across area-based and vertically integrated services to children and families, from early help and targeted support to children in need and child protection, to children in care and care leavers: including:

- Provide advice and support to elected members ensuring clear communication and delivery of council, cabinet and scrutiny objectives.
- Ensure Gloucestershire's interests and perspectives are recognised by influencing, local, national and regional agendas and policy.
- Ensure that strong focus is maintained children and families throughout strategic and operational delivery.

### **Special Conditions**

- This position is subject to an enhanced Disclosure and Barring Service (DBS) check and you will be asked to apply for a DBS check, if you are offered the position.
- This post is politically sensitive under the Local Government Act 1989.
- The post will involve work out of normal office hours at times, including senior leadership cover for out of hours services for the department and the council.
- The post involves travel throughout the County.

- The Single Point of Contact for families seeking help and professionals making safeguarding referrals, including the Multi Agency Safeguarding Hub (MASH);
- Information, Advice & Guidance for Families;
- Early Help and Targeted Family Support;
- Child and Family Assessment
- Children in Need of Support;
- Child Protection, Public Law Outline pre-proceedings and Family Proceedings Court Work;
- Services for Children and Young People with Disabilities;
- Multi-Agency Child Protection Conferencing;
- Children in Care and Care Leavers;
- Independent Reviewing of Children in Care Plans;
- Emergency Duty out of hours services;
- Professional Allegations Management (Local Authority Designated Officer); and
- Continuous Professional Development of Social Workers and allied social care practitioners. (e.g. Social Work Academy)
- Social Worker workforce recruitment and retention
- Participation and engagement services with children and young people (e.g. Ambassadors and Child in Care Council)
- Gloucestershire Children's Safeguarding Partnership Business Unit
- Gloucestershire Corporate Parenting Board

The post holder is accountable to the Director of Children's Services for ensuring the quality and impact of practice is of a consistently high standard across the area-based safeguarding and care services they lead, and that those services are effective in improving the lives and life chances of the children and young people they support, with the aim of meeting the threshold for being rated Good and Outstanding by Ofsted. The post holder is expected to achieve the ambition of the council to become one of the highest performing children's social care services by:

- Setting the strategic direction for the service and leading sustainable improvement in the effectiveness of safeguarding and care services to children and families.
- Establishing a culture of learning and performance across the service, together with the quality assurance and performance management systems required to ensure clear lines of professional accountability for the quality and impact of team and individual practice.
- Comparing performance with benchmarks for national, regional and statistical neighbours, but more importantly with the performance of those local authority children's services rated Good and Outstanding by Ofsted.
- Working closely with lead commissioners, providing expert knowledge of the sector and ensuring aligned goals, targets and standards in the delivery of inter-linked and inter-dependent services.
- Collaborating with partners and other services, under the principle of a shared and equal duty to develop a detailed knowledge of the needs and risks for children within distinct areas of Gloucestershire and a joint plan for meeting those needs and risks.
- Promoting information sharing along with co-ordinated activity and performance data to audit the contributions of different agencies in the way they fulfil their statutory duty to work in partnership to safeguard the most vulnerable children and young people in Gloucestershire.
- Playing an active lead role in developing and shaping the effectiveness of the Gloucestershire Children's Safeguarding Partnership, including learning from Child Safeguarding Practice Reviews.
- Ensuring children, young people and families have access to evidence-based help and support at all levels of need, from early help and targeted support to children in need of support, protection, care and care leavers.
- Embedding high quality professional supervision as the basis for effective management support and oversight of the quality and impact of individual casework.
- Maintaining a comprehensive programme of coaching, learning and development in conjunction with the Social Work Academy and expert external providers to continuously improve the knowledge and skills of all managers and staff working within the Safeguarding & Care Service.
- Building the competence and confidence of managers and staff to meet the challenge of Ofsted inspections and achieve improved feedback and ratings about the quality and impact of practice, and the effectiveness of services in improving outcomes for children and young people.
- Taking part in local, regional and national forums aimed at sharing best practice, inviting challenge and learning from other local authority children's services.

- Managing services within allocated budgets, bringing to the attention of the Director of Children's Services unsustainable demand and budget pressures, along with proposals for controlling spend.
- Advising the Director of Children's Services and Lead Member of national and local developments to improve the quality and effectiveness of local authority safeguarding and care services.
- Complying with council policies, risk management practice and statutory regulations.

### **Monitoring and ongoing development of outcomes**

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement the role profile. The role profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

## The ideal candidate will have...

### Experience

- ✓ A strong value base of respect and fairness, together with the ability to take positive action to eliminate prejudice and discrimination from practice and service delivery.
- ✓ A proven track record in operational, commissioning and strategic leadership in sectors that have led to positive and improved outcomes/provisions for children, young people and their families.
- ✓ A proven track record of leading and managing strategic developments which have led to positive changes and improvements in practice and performance.
- ✓ A proven track record of partnership working with other agencies, services and settings supporting children, young people and families.
- ✓ A proven track record in managing significant resources and controlling complex budgets.

### Knowledge, Skills and Understanding

- ✓ An excellent knowledge of children's rights under the United Nations Convention for the Rights of a Child.
- ✓ An expert and applied knowledge of national policies, the legislative framework, statutory guidance, policies and procedures relating to children's social care.
- ✓ An expert understanding of the multi-factorial risks of harm to children arising from poverty, disadvantage, parental incapacity, toxic family dynamics and exploitation.
- ✓ An expert and applied knowledge of the fundamentals of practice in children's social care: assessment, planning, implementation and review for children in need, including those in need of protection, those in care and leaving care.

### Qualities and Behavioural attributes

- ✓ Sets high standards for self and others.
- ✓ Highly motivated to succeed.
- ✓ Assertive and able to challenge others appropriately.
- ✓ Professional credibility and confidence as a senior leader.
- ✓ Forms positive and mutually supportive professional networks.
- ✓ Clarity in decision making, based on a model that weighs all relevant factors.
- ✓ Emotionally intelligent and resilient.
- ✓ Highly organised, able to prioritise work and meet challenging deadlines.
- ✓ Able to manage stress and function effectively when under pressure.
- ✓ Solution focussed.
- ✓ Calm and able to respond positively to changes in policy, legislation, context, expectations and key partners.
- ✓ Flexible, creative and innovative.

### Education & Qualifications

- ✓ Educated to Degree level.
- ✓ Relevant qualification in Social Work.
- ✓ Accredited leadership / management qualification.

- ✓ An expert understanding of what good practice in children's social care looks like and demonstrable experience of how to achieve that standard consistently across a wide staff group and range of services.
- ✓ An expert understanding and appreciation of local needs and priorities of children, young people and their families.
- ✓ Excellent skills in engaging with staff, partners and residents to bring about shared and equal responsibility for improving the lives of children.
- ✓ Excellent skills of communicating verbally and in writing to different audiences, including formal reports and presentations.
- ✓ An excellent understanding of the political context in which local authority children's services are delivered and the accountability structure and processes for statutory children's services, working with Members and reporting to Committee.
- ✓ An expert knowledge of the framework and guidance for the inspection of local authority Children's Services.