

Strategic Lead - Safeguarding

Service: Children's Social Care
Grade: SM4A
Reporting to: Director – Early Help and Children's Social Care
Responsible for: Safeguarding



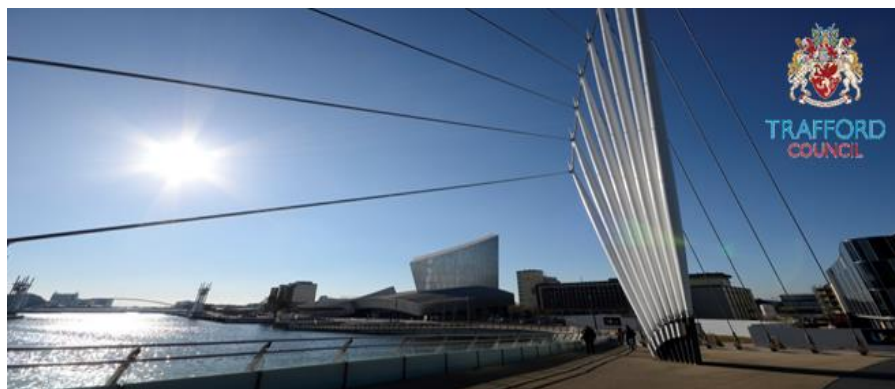
About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

Our vision: Working together to build the best future for all our communities / everyone in Trafford.

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It's about people living healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.



Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

At Trafford Council we are EPIC

We EMPOWER – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We are PEOPLE CENTRED – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

We are INCLUSIVE – We are committed to creating an environment that values and respects the diversity and richness differences bring

We COLLABORATE – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

Your Main Priorities

- To be the professional lead for Safeguarding services in Trafford Early Help & Children's Social Care.
- Deliver high quality operational services such as Child Protection Conferencing, IRO, LADO, Children's Rights and the Safeguarding Partnership.
- To support improvement, high performance and the quality assurance of children's social care services.
- To lead the coordination of Trafford's All Age Multi Agency Safeguarding Arrangements (MASA).

Key duties

- To act as a member of the Senior Leadership Team for the Early Help & Children's Social Care Service.
- To support a culture of continuous improvement and quality assurance in the service.
- To manage the Service Managers and other staff responsible for the delivery of services in the portfolio of the post.
- To ensure the services under the responsibility of the post holder are delivered to the highest quality.
- To monitor performance, quality and impact of the services to ensure they are working to optimum effect.
- Embed the voice of the child across all systems and within the design and delivery of services, including managing the Children's Rights Team.
- To undertake relevant service wide projects on behalf of the service as agreed with the Corporate Director and the Corporate Leadership Team
- To provide senior leadership support to Director – Early Help and Children's Social Care and Corporate Director of Children's Services, including deputising when required.

- To work closely with Human Resources to maintain standards of practice and communication, referrals and case management in respect of Social Work England and other registering bodies.
- To support the Corporate Leadership Team on the delivery of corporate strategic priorities and objectives.
- To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by the Corporate Director (or nominated representative)

About You

Qualifications and Professional Development

- Masters degree or equivalent/experience in leadership and management which can be evidenced
- Evidence of continual formal leadership and management development
- Degree/appropriate professional qualification in social care (eg CQSW, DipSW, etc)
- Registration with HCPC/Social Work England

Experience and Knowledge

- Significant management /strategic experience in safeguarding children.
- Working in children and young people's social work services in both a middle and senior management capacity
- Substantial experience of planning and service development
- Proven project management experience and experience of leading projects to a successful conclusion
- Track record of managing change in a complex political environment
- Experience of multi agency and multi disciplinary working
- A proven track record of leading, motivating staff teams and of developing a performance culture
- Proven experience of working effectively with diverse partners and stakeholders, maximising opportunities for innovation and improvement in efficiency
- Experience of effectively balancing conflicting workloads and priorities
- Significant experience and knowledge of financial management and systems of budgetary control

- Experience of service redesign and development
- Highly developed knowledge and understanding of NHS/Social care policies/drivers
- Political and policy awareness in dealing with external bodies ie CCGs, trade Unions and Local Authorities
- Demonstrate positive value base personally and on behalf of the Trust including local values and vision and NHS code of conduct managers
- Strategic and business planning
- Awareness of multidisciplinary professional codes of conduct and ethics

Skills and abilities

- Competent IT skills and ability to interpret and produce relevant management reports
- Strong interpersonal and communication skills, including the ability to challenge, persuade ,influence and negotiate with a wide range of audiences
- Ability to interpret quantitative and qualitative data and link to decision making and planning
- Leadership skills - the ability to lead, positively influence and motivate people
- Ability to work independently to plan, develop and implement strategies and work to deadlines
- Implementation skills - the ability to align policies with delivery on the ground, translate strategy into detailed targets and plans
- Ability to work effectively within a team
- Ability to prioritise and remain focused under challenging conditions
- Ability to foster partnerships, work collaboratively across organisational boundaries and achieve performance through others
- Ability to think creatively and develop innovative approaches to achieving improvements
- Ability to collaborate and delegate, being flexible in approach to support service objectives
- Ability to deal with difficult and sensitive situations including decision making on competing pressures
- Comfortable with constructive challenge
- Proven ability to engage and enthuse staff in implementing effective multidisciplinary team working
- Commitment to improving patient services
- Excellent presentation and influencing skills, with an ability to negotiate
- Analytical, critical reasoning skills, and problem solving ; being able to develop practical and workable solutions
- Team worker with ability to develop good working relationships
- Demonstrate positive drive and commitment

- Resilient and self-motivated
- Passionate about improving services for patients and staff
- Innovative and productive with proven organisational skills

Special Conditions

- Enhanced DBS required
- Participation in the on-call rota

Date prepared/revised: June 2020

Prepared/revised by: CRooney

Health and Safety

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

Equalities & Diversity

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

Customer Care

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.