

Job specification



Job title: Team Manager Leaving Care Team and Transition

Service: Children and Families

Grade: G12

Reporting to: Service Lead - Children in Care and Care Leavers

Your job

You will provide leadership and management to Staff team which consists of Advanced Practitioner, Social Worker, Senior Personal Advisor, Personal Advisors, Support staff ensuring that all care leavers eligible to the leaving care support are supported through the delivery of high quality social care practice. Including quality assessment, planning, intervention to ensure all care leavers receive an exceptional service and are able to reach their full potential as adults.

As Team Manager, the role will involve excellent leadership skills to support and develop the team to deliver our ambitions set out in the Deal through the delivery of Signs of Safety Practice Model across the children's services.

You will be expected to model effective and collaborative relationships with colleagues from across social care, multi-agency partners, children and families in this key role to driving improved practice. You will work closely with the team managers across children in care to ensure that the transitions for cared for children are a focused piece of our work and ensure that care leavers are best equipped both emotionally and practically to succeed as young adults. You will quality assure across Children in Care and Care Leavers Services to identify good practice as well as areas of improvement to ensure the best level of service for cared for children and care leavers is achieved in the borough. This will include a focus on the quality of care planning, challenging of practice where required and providing insight of service delivery to support continued improvements and delivery of cared for children transitioning across services.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

In the next 12 months, you will:

- Ensure that Signs of Safety Practice Model is embedded within the team within Care Planning, Statutory review, pathway plans.
- Work collaboratively with the Children in Care team managers and their staff to ensure strong transitional arrangements are in place.
- Implement robust performance management framework for the team to evidence improved outcomes for care leavers.
- Focus on regular thematic activities where identified areas of improvement are required.
- Lead on the development of leaving care initiatives such as the local offer across GM, local offer arrangements.

On an ongoing basis you will:

- Provide management oversight and support to staff to ensure that care leavers receive the right support and that partners provide a high level of support and meet their statutory duties.
- Manage the 'reach in' audit activity ensuring that key activities are undertaken inline with the transition points for cared for children.
- Undertake line management duties to a team of specialist leaving care officers, providing high quality supervision through the MyTime process, ensuring that staff are supported and that care leavers plans are progressing and achieving positive outcomes
- Be responsible for the allocation of all cases that meet the eligibility for leaving care support and support under the extended duties.
- Represent the authority at the regional groups and attend national conferences / events as required to capture the learning and disseminate across the team.
- Closely monitor and appropriately challenge practice within Children's Social care and partner agencies to ensure that responsibilities are fulfilled in line with national social work legislation/ guidance and local good practice standards.
- Be responsible for addressing any complaints / allegations of information data breach made in relation to officers in the leaving care team, ensuring that they are appropriately, timely and sensitively considered and investigated, and wherever possible informally resolved
- Establish, monitor, audit and evaluate standards of service performance taking into account the outcomes achieved by care leavers, their children. Monitor performance against national and local priorities and provide timely feedback to individuals and the teams.
- Prepare reports on service area and activity, and service development for Elected Members, Senior Managers and others as required, specifically reporting performance data to the Children's Performance Group regarding Children's Social Care performance
- Ensure effective and appropriate working relationships across the cared for children, transitions and adult services, in particular with partners across housing / DWP / Health, and Adult Services.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- A social work qualification with significant post-qualification experience and registered with the Social Work England.
- Extensive experience as a Social Worker, with a sound knowledge of leaving care legislation.
- Evidence of successfully and effectively delivering at team manager level
- Excellent and effective communication skills both oral and written with the ability to deliver presentations to a wide range of audiences
- An ability to build positive working relationships with colleagues from Children's Social Care and partner agencies
- A thorough working knowledge of the legal framework relating to the Children Act 1989, Children Leaving care Act 2000.

- Evidence of successfully supporting a performance management culture and service delivery improvements and of effectively managing and developing and implementing innovative service redesign and performance improvements
- ☑ Demonstrate the ability and experience to proactively challenge issues in other professional's work and where necessary to challenge and escalate concerns on behalf of the service
- ☑ Hold a valid UK driving licence or have the ability to demonstrate the efficient use of own or public transport to travel as required

Our culture

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

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough