

Job specification

Job title: Deputy Manager
Service: ATOM Team
Grade: G9
Reporting to: Team Manager

Your job

You will support the leadership of the 'Achieving Change Hub' to ensure the delivery of outstanding residential and outreach services to children young people in care and on the edge of care. Working within a multi-disciplinary team you will work closely with Portfolio Leads to provide a range of support and placement offers that improve permanence for young people on the edge of care and in care, promotes family based care and supports our ambition for all Children Looked After (CLA) to be cared for within the Wigan community. You will working with adolescents and their families and provide short to medium residential care for complex young people, emergency residential placements, out of hour's edge of care, in care and leaving care including post 18 where required.

You will have responsibility for either Residential or Edge of Care Provision, including management oversight for the delivery of highly responsive care that is co-designed with children and their families, built on trusting relationships and the assets of young people and their families / carers. You will support the Team Manager in ensuring the team focuses on our vision of ensuring every child and young person becomes a confident, resilient adult by focusing on building strong relationships, developing resilience, learning life skills and exploring future opportunities.

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

On an ongoing basis you will:

- Be responsible for either the residential or edge of care offer with an Achieving Change Hub, a multi-agency partnership between the local authority, Health and Police
- Provide strong leadership across the Achieving Change Hubs using a matrix management style
- Ensure there are appropriate resources across the Achieving Change hubs (in-reach and outreach)
- Manage and deliver a flexible service across a range of settings in accordance with 'out of hours' provision and rote based working
- Provide management oversight for the work with young people and their families in care and on the edge of care to help them find a permanent place that they can call home
- Manage complex and creative support plans that reduce risk for the most vulnerable young people
- With the Team Manager be responsible for a range of diverse placement options for the most complex, high risk young people, including residential care, bespoke placements out of hour's provision
- Deputise for the Team Manager including registration with Ofsted when required
- Drive a defined culture, intervention practice model and promote a solution focussed and

restorative approach across practice

- With the Team Manager ensure guidance and operational oversight to support the robust prevention of children becoming unnecessarily looked after or experiencing unnecessarily placement breakdown
- Manage staff including the recruitment, training and development and quality of Achieving Change Hub
- Support the Team Manager to rigorously self-assess against standards, regulations and Ofsted Inspection Frameworks
- Provide clear management, leadership and direction using evidence based practice models including signs of safety and restorative practice
- Report and analyse service performance to ensure continued service improvement
- Ensure that co design and young people's voice is core to all aspects of delivery
- Be a key enabler for reducing the number of Children Looked After and safely maintaining young people in their community
- Develop and maintain good working relationship with services, multi-agency partnerships and networks
- Work effectively and collaboratively with case holding team managers and social workers and other cross functional colleagues and partners
- Work across a range of settings including residential provisions, foster care, family homes, semi-independent and independent settings, bespoke placements and activity based settings ensuring a warm, welcoming and safe environment that support young people achieve permanence
- Provide advice, guidance and support to Children's Social Workers to develop ambitious care plans that support delivery of these ambitions
- Provide advice guidance and support to the Achieving Change team
- 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:

- Be committed and passionate about improving outcome for the most vulnerable and complex children and families
- Have a detailed knowledge of Children's Homes Regulations and Quality Standards
- Have an understanding of national best practice and leading innovation programmes
- Be able to demonstrate substantial and relevant experience of working with the most complex young people
- Experience and ability to lead and motivate a multi-agency team and operate in a dynamic flexible environment
- Be able to demonstrate good communication skills with evidence of developing and maintaining strong working relationships
- The ability to drive a defined culture, intervention practice model and promote a solution focussed and restorative approach
- Hold a professional practice based qualification such as CQSW, CSS, DIPSW, Level 4 Youth Community or equivalent
- Hold a Level 4 or equivalent qualification in Care Management and have the ability to achieve Level 5 in Leadership and Management qualification within two years of appointment
- A solution focused positive attitude with the ability to work flexibly across a range of settings that included an 'out of hours' provision and rota based working

- Have the ability to meet the travel needs of the post. Please be aware that this may involve significant travel implications and will involve transporting children and families

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