

# SSCP Workforce Development Manager

<b>Service:</b>	Salford Safeguarding Children Partnership (SSCP)	<b>Grade:</b>	4B	<b>Salary:</b>	£36,922 - £39,880
<b>Reporting to:</b>	SSCP Business Manager	<b>Location:</b>	Beacon Centre, Salford	<b>Hours:</b>	Full time: 36 hours

## About the role

The Salford Safeguarding Children Partnership works with a wide range of partners and requires a dedicated focus and continued commitment to help create and develop an effective, confident and skilled workforce across Salford to improve the outcomes of children and families.

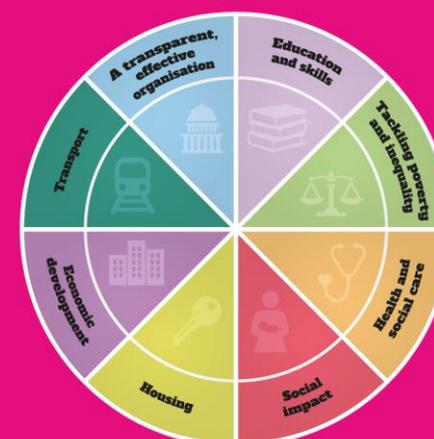
- As the Workforce Development Manager, you will lead on the strategic overview of learning and workforce development activities relating to all aspects of safeguarding, in accordance with SSCP priorities.
- Manage the Safeguarding Children Partnership training team and training pool within a strength focused approach.
- Form, build and maintain excellent working relationships with partners, local strategic leads, managers, practitioners, trainers, and other local Partnership Boards to offer a range of learning opportunities.
- Lead on ensuring we have a skilled workforce who have access to up to date, relevant information to help keep children safe and happy in line with the SSCP vision, values and objectives and embed in to day to day practice, processes and culture.
- Inform and write relevant strategies, policies and procedures that are centred on impact for children, families and the community in Salford, leading multi-agency working groups effectively.
- Develop and co-ordinate a sustainable multi-agency SSCP training programme and learning and development activities including the commissioning, monitoring and evaluating the impact and effectiveness of training in line with Safeguarding Effectiveness Framework
- Ensure the voice and experience of children, families and the community is embedded into the culture of the Safeguarding Partnership arrangements and support to journey the SSCP to a position where our priorities and impact are led by the community.
- To manage the SSCP training team and training pool within a strength focused approach.

## Our priorities

### Creating a better and fairer Salford with the Great Eight

We all have a vital role to play in providing a range of services across Salford. We want to make a real difference to the lives of Salford people. Our vision is to create a better and fairer Salford and provide the best possible quality of life for the people of the city.

[yourzone.salford.gov.uk/thegreateight](http://yourzone.salford.gov.uk/thegreateight)



## Key outcomes

- The delivery and development of the SSCP Training and Development Strategy that is responsive and meets the needs of the workforce including workforce development pathways, plans and implementation of local, regional and national requirements to ensure consistent standards are in place
- To promote a culture of organisational learning and development across all agencies, to gain assurance that there is a skilled workforce that is alert to the needs of children and adults.
- To lead on identifying and responding multi-agency workforce development needs in line with various professional standards and requirements for training in safeguarding children and families.
- To ensure learning from audits and case reviews are meaningfully devised, disseminated and embedded into learning and evaluating the impact upon multi-agency practice via e.g. agency leads, reflective sessions, training, e-bulletin, website updates, 7 minute briefings, social media
- Support developing and implementing effective arrangements to share learning in practice, utilising the role of practitioners through the arrangements.
- To manage assigned resources to achieve training programme objectives within specified timescales and budget.
- To inform, raise challenge and advise SSCP representatives, through the Strategic Workforce Development Sub-Group and other relevant subgroups, in relation to training, learning and other SSCP activities
- To chair and lead strategic multi-agency sub- groups and any other meetings and projects associated to the role as required, this includes leading and co-ordinating SSCP activities which have implications for development on policy and practice
- To keep up to date in relation to policy and practice on a local, regional and national basis in safeguarding children which have implications for development on policy and practice
- You will work collaboratively and inclusively with colleagues, partners and members of the public ensuring equality of opportunity for everyone and eliminate direct or indirect discriminatory practices/behaviour
- To engage and contribute to networks on a local, regional and national level to ensure that programmes, materials, policies and procedures accord with current ideas, approaches and practices in child protection training.
- To provide reports as required to the SSCP and contribute to development and implementation of the SSCP Business Plan and Annual Report
- Assist with the co-ordination of responses to inspection reports and reviews.
- To support and deputise for the SSCP Business Manager and represent the SSCP as required.
- To support the work of the SSCP to ensure its duties are met through the effective operation of the Partnership, its subgroups and the business unit to ensure effective scrutiny and challenge is given to multi-agency arrangements of safeguarding children.
- As the Workforce Development Manager, you will be a part of SSCP team, contributing to the impact of the Partnership and strategic priorities, ensuring the Partnership arrangements are effectively executed to evidence impact upon outcomes for children and families.
- To effectively work with other Partnerships and Boards in Salford to streamline strategies and prevent duplication of works with a focus upon impact on outcomes across the system.
- To facilitate and embed a culture of working with children and families, integrating their experiences and views into service development and the commissioning of provisions.
- To promote and build upon best practice to support a consistent, whole systems approach to multi-agency arrangements.
- To promote the rights of children and young people in Salford.
- To horizon scan and ensure practice is proactive on a multi-agency basis.
- To offer innovative thinking and proactive approaches to learning and workforce development.
- To undertake such additional duties as are reasonably commensurate with the level of the post.

## What we need from you

- Professional credibility through proven relevant experience
- Relevant professional qualification
- To have experience in a supervisory role demonstrating leadership and management skills.
- Experience of using a strength focused and relational approach to support improved outcomes for children and young people.
- Models and demonstrates Salford's values and behaviours.
- Detailed knowledge of legislation and guidance in relation to safeguarding children and families
- Ability to translate complex ideas and information into meaningful and 'user-friendly' information; ability to 'tell the story' to bring people along and ensure all audiences understand the key messages.
- Ability to lead and contribute to multi-agency groups to discuss impact on outcomes, offering a good level of knowledge, experience, and responses to need.
- To be able to manage your time effectively to ensure that timescales and objectives are adhered to.
- To be an excellent communicator using various mediums to achieve the best results.
- To build strong, collaborative relationships to find creative ways to make services more sustainable and flexible.
- Excellent knowledge of Microsoft Office Systems and commitment to expand and develop use of technology for service delivery.
- To remain positive under challenging circumstances
- To demonstrate initiative, confidence, and personal responsibility for action especially where solutions or ways forward are not clear.
- To be a skilled communicator who communicates with clarity, conviction and enthusiasm and can demonstrate integrity, create rapport and build trust and confidence.
- Ability to contribute to the development of positive and supportive team working relationships.
- To be determined and consistently persist with actions to achieve outcomes
- Analytical skills and using insight to inform change and plans supporting thematic learning across the partnership and evidence practice improvement and impact on outcomes for children and families.
- The ability to work effectively across the strategic partnership.
- Ability to motivate, engage and develop people to deliver shared outcomes.
- Be committed to your own professional development.

## Application Guidance

We are a values based organisation so reflecting our values or a values based approach in your evidence will support your application.

The 'Key outcomes' and the 'What we need from you' sections of the Role Profile are there to give you an understanding of what we would like to see reflected in your application. Don't give up if you are not able to reflect all of these in your application.

**Please submit an application and a supporting statement that addresses the above.**

# Spirit of Salford

## Our values

**Salford City Council**

# Our values

### Pride

I'm proud of and committed to our city, its people, our work, and I demonstrate the 'Spirit of Salford' in everything I do.

### Passion

I am optimistic and ambitious for the city and its people, being creative and positive about change and making the most of opportunities.

### People

I respect and care for others, treating everyone fairly, listening and acting on the things people say.

### Personal responsibility

I am honest, taking responsibility and ownership for my actions and decisions and using resources that I am trusted with wisely.

[intranet.salford.gov.uk/ourvalues](http://intranet.salford.gov.uk/ourvalues)

**Spirit of Salford**