

Team Leader - North Family Support & Safeguarding

Salary: Band 12, £50,787 to £54,999 per annum and a market supplement of £2500 per annum

Hours: Full time (37 hours per week)

Contract: Permanent

Why work for Portsmouth City Council:

Portsmouth City Council continues to make significant investment in Social Work with children, young people and their families. We have a clear training pathway and a high ratio of supervisors to staff therein ensuring practical and emotional support to our frontline work force. You will find that we are a friendly place to work and one where you will feel valued by front line and senior managers alike.

Portsmouth Children's Social Care is a dynamic service, service users and staff at all levels come together to contribute to service design and delivery. We are committed to transparent and timely interventions and have aspirations for outstanding Social Work delivery.

We have a learning culture through reflective practice opportunities and joined up working with local Universities. We continue to embed restorative practice within our Social Work teams and with partners alike. As an extension of this approach, we have established the Family Safeguarding Service, co-located with Family Support and Safeguarding teams where Mental Health Social Workers, Domestic Abuse and Substance Misuse workers work together with Children & Families Social Workers to support families.

The Service

Children's Social Care provides Social Work interventions to children in need, this includes those children subject to child in need or protection plans and children looked after, the service also supports care experienced young people and children with disabilities. It is the responsibility of Children's Social Care to offer a range of options for children who need placements outside their families, including fostering and residential care alongside adoption, special guardianship and kinship arrangements.

What is the role of Team Leader:

- You will join a team of Team Leaders based in the North Locality Family Support & Safeguarding Team, supporting Social Workers at ASYE (assessed and supported year in employment), main and higher grade level. You will report to the Service Leader and will be based at Medina House in Cosham.

- You will supervise a team of Social Workers supporting vulnerable children open to the Department. The role requires the individual to ensure all team requirements are met regarding:
 - Staff development
 - Performance management
 - Compliance with statutory guidance and local policies and procedures
 - Quality Assurance
 - Embedding a restorative approach to practice
 - Driving forward our improvement goals
- The Team Leader will be responsible for supporting Social Work staff to assess need and identify interventions in order to safeguard the wellbeing of vulnerable children, creating high quality plans and providing robust support. This will be done through regular quality supervision, opportunities for reflective practice and the chairing of planning meetings. You will ensure that children are central to assessment, planning and intervention and that their views and the views of their parents/carers are properly embedded in all aspects of service planning and delivery.
- The Team Leader will offer scrutiny and challenge to Social Work staff in order to promote a creative and dynamic workforce committed to ever improving outcomes. The quality of work will be regularly reviewed and audited through reading case files, direct observation and getting feedback from service users and partner agencies.
- The Team Leader will lead by example having integrity, promoting equal access and having aspiration. You will create positive working relationships across the team, with other professionals and with children and their families.
- The Team Leader will have supervisory responsibility for approximately six social workers who you will support with a reflective and restorative approach to practice as well as encouraging work within the context of a Family Safeguarding approach.
- The Team Leader has responsibility for the quality of casework, performance management and staff development in their Team. The Team Leader will assist Social Work staff with the analysis to support recommendations for child protection conferences, court proceedings and out of home placements.
- This post holder will seek the support of Service Leaders with decision making in crisis situations, and in the preparation of work for relevant decision making/resource allocation panels.
- The Team Leader will ensure the Social Workers are completing statutory tasks in a timely and quality way so as to meet the needs of vulnerable children to a high standard. This includes timely and accurate assessments that lead to effective plans of intervention that are implemented to effect increased safety and well-being for vulnerable children in Portsmouth.
- Supervision of Social Workers is required to assist with decision making processes about social work intervention. The Team Leader will have the support of their Service Leader where decisions are complex, involve removing children from their home environment or have significant resource implications.

- The Team Leaders work with a range of partner agencies including Health, Education, Police, Housing and Community/ Voluntary services to co-ordinate, plan, commission and deliver services to vulnerable children in Portsmouth. This is necessary to meet the statutory requirements as defined in the Children Act 1989 and the Childcare Act 2004. The Team Leader will take a lead role in supporting the Locality Network meetings.
- Jointly with the Service Leader the Team Leader will promote staff performance, learning and development, supervision, appraisal, implementation of departmental policies and promoting staff well-being.
- The Team Leader will work within the resources available. Statutory guidance and local policies and procedures assist decision making, but the role requires experience and judgement to ensure standards and best practice are applied. The post holder is required to have a good professional knowledge and ability to ensure the safe delivery of services by a capable and competent workforce.
- Team Leaders works closely with professionals across the Children's and Adult's workforce delivering services to families. The Team Leaders will communicate directly with service users through the formulation of plans and in supporting Social Work staff with complex issues.

Who is the person?

An experienced Social Worker who understands the value of Social Work intervention with very vulnerable children and their families. We are seeking inspirational, committed and motivated individuals who are ready to shape the changing face of Social Work today raising professional standards by delivering and developing an expert service.

You will have a recognised professional qualification in Social Work, excellent organisational and communication skills, and take pride in everything you do. You will be curious and creative and above all have a 'can do' attitude. You will be able to work as part of a team and ensure that front-line practice contributes to strategic priorities.

You will need to have a high level of scrutiny as you will be closely monitoring the work of the Social Workers in your team.

You need to:

- Have Diploma/Degree/MSc in Social Work and be Social Work England registered.
- Be skilled at recognising appropriate levels of decision making.
- Have the ability to use statutory procedures and local standards/processes to inform good practice.
- Have substantial post qualification Social Work experience in Children's Social Care, preferably in a Family Safeguarding Team. Experience of development and implementation of the business plan.
- Have the ability to translate strategic priorities into front level practice.
- Be able to take responsibility for own learning and evidence effective professional development.

- Have the ability to pass on learning to others and to present information to others (using PowerPoint).
- Be able to demonstrate a level of authority and to be able to support, challenge and scrutinise professional practice.
- Be able to contribute to the process of staff development, including reporting to the Service Leader about capability and disciplinary matters.
- Be aware of the training calendar so as to identify priority courses for individuals in accordance with learning needs and to assist in the process of commissioning and developing training in accordance with the identified need.
- Have good organisational skills, communication skills, written skills, IT skills and analytical skills.
- Be resilient and able to lead by example and motivate staff.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way, and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.