

## **Service Leader - Family Support & Safeguarding**

**Salary:** Band 13 £60,906 - £68,200

**Hours:** Full time 37 hours per week

**Contract:** Permanent

### **Central 1 Family Support & Safeguarding, Civic Offices, Portsmouth**

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the City that works to improve outcomes for children.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children's Board safer recruitment procedures.

### **Why would you come to work at Portsmouth:**

Following our Ofsted inspection in May 2023, Portsmouth City Council Children's Services was judged to be 'Good' overall, with Help & Protection judged as 'Outstanding'. We are now striving to become 'Outstanding' and are committed to promoting a restorative and strength based approach to safeguarding in Portsmouth. We want families to bring up their own children, where support may be required to keep families together we want to work *with* families to do this in the most helpful way possible and when it is necessary for children to come into our care we want to reduce the number of days that this is for and reunify children whenever it is safe and in their best interest to do so. This is why Portsmouth City Council continues to provide significant investment in social work with children, young people and their families to make this a reality. We are working collaboratively with our adult family safeguarding team to meet the needs of parents, carers and wider family members around healthy relationships, substance and alcohol misuse and mental and emotional wellbeing. These adult workers sit within our locality based Family Support and Safeguarding Teams working alongside the Children Social Workers to strengthen the offer to families.

We are embarking on the next stage of our journey, embracing the Social Work Reforms and bringing Family Help together to provide a seamless service for families.

The service promotes a dynamic learning culture where staff and service users are encouraged and supported to influence and shape our service design and delivery model. We are committed to transparent and timely interventions and have aspirations for outstanding practice. There are lots of opportunities to become one of the architects of the Portsmouth Family Safeguarding and Reunification Model of approach.

## **The Service**

The Children & Families Service provide social work/care support and intervention with children, young people and their parents/carers. This includes Children in Need of Support, Protection and Care, including Care Leavers, Children with Disabilities and Young People who offend and/or are at risk of exploitation. The service also provides a range of placement options for children who are in the care of the local authority including foster care and residential care, adoption and other care arrangements with Special Guardians and Connect Persons.

## **What is this role?**

- To lead a service of team leaders and social workers managing Children in Need, Child Protection and work in public law outline including Children We Care For. To ensure all team requirements are met regarding:
  - Workforce development
  - Performance management
  - Compliance with statutory guidance and local policies and procedures
  - Quality improvements
  - Budget management
- The Service Leader will ensure all statutory requirements are met in the delivery of social work services to children and that these are delivered to a high standard.
- The Service Leader will supervise Team Leaders and assist with complex decision making processes about social work intervention including initiating child protection enquiries and removing children from their home environment.
- The Service Leader will 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 Children Act 2004.
- The Service Leader will work with PCC departments in relation to Staffing, Training, Service Development, Budget Management and IT issues.
- In terms of case management, the Service Leader will promote timely and accurate assessments that lead to cost effective plans of intervention that are implemented to effect (increased safety and well-being for vulnerable children in Portsmouth).
- In terms of staff management, the Service Leader will oversee all areas of performance, staff development, supervision, appraisal, implementation of departmental policies and promoting staff well-being.
- The Service Leader will work creatively and flexibly within the resources available. Statutory guidance and local policies and procedures assist decision making, but the role requires a high level of experience and judgement to ensure standards and best practice are applied. The Service Leader is required to have a good research knowledge and ability to ensure the safe delivery of services by a capable and competent workforce.

- The Service Leader has overall responsibility for casework, performance/budget management and staff development in their service. The Service Leader will support Team Leaders with decision making in crisis situations. The Service Leader will support with preparation work for relevant decision making/resource allocation panels and with the analysis to support recommendations for ICPCs, court proceedings and out of home placements. The Service Leader is required to work with a high level of autonomy.
- To model and promote a restorative, strengths based, 'think family' safeguarding approach to working with Parents of Children in Need of Support and Protection and Looked after Children subject to Public Law Outline court care proceedings.
- The Service Leader will promote and support embedding the Family Safeguarding Model within the team working with the Service Leader, Family Safeguarding.

### **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 need to:

1. Have a Social Work Diploma/Degree/MSc (or equivalent) and be registered with Social Work England.
2. Be a confident and competent leader, manager and supervisor and be able to model the values and behaviours that are consistent with delivering our vision.
3. Have an ability to bring together different disciplines and organisations and work towards a common aim and service improvement.
4. Take an active role in contributing to the development of an integrated model and address any challenges that arise as part of the change management process.
5. Support the organisation/partnership through a period of culture change and broker arrangements with key stakeholders to promote understanding and partnership responsibilities.
6. Be a collaborative leader to help develop multi-agency practice so that all stakeholders understanding the need to modify practice approaches and transform the service.
7. Have the ability to use statutory procedures and local standards/processes to inform good practice and service delivery.
8. Have demonstrable experience of performance management and a proven ability to deliver results in respect of improving services and assuring the quality of practice.

9. Have the ability to enable and promote learning and development, through providing advice, guidance and support, by facilitating action learning sets, restorative meetings, reflective practice sessions, supervision and/or training etc.
10. Be able to demonstrate an appropriate use of authority and to be able to support, challenge and scrutinise professional practice to improve outcome for families.
11. Be able to take responsibility for self-directed learning and evidence effective professional growth and development by being evidence and research informed and knowing what works and what good looks like.
12. Be able to contribute to staff development through coaching and mentoring.
13. Be able to manage stress and assist others in developing strategies for prioritising work and balancing competing demands/pressures to promote wellness in work.
14. Have good organisational and communication skills, including an excellent standard of written and spoken English, plus strong IT and analytical practice and performance skills.
15. Demonstrate a healthy professional curiosity and generosity of spirit to ensure that vulnerable people receive support and intervention to be safe, well, valued and respected.
16. Have a good working knowledge and experience of promoting anti-discriminatory practice and addressing equality of opportunity issues.
17. Be clear about information sharing standards, expectations regarding informed consent and the legislation that underpins this.
18. Engage with service users, partners, staff and senior leaders/elected members in a manner that is clear, open, honest and helpful.

### **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.

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

