



Team Leader - Adult Mental Health & Wellbeing

Adult Services - Family Safeguarding Adult Team

Salary: Band 12 - £52,412 to £56,759 per annum

Contract: Permanent

Hours: Full time (37 hours per week)

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, young people and adults who may be vulnerable, and expects all staff and volunteers to share this commitment.

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 Partnership safer recruitment procedures.

Why work for Portsmouth City Council:

The Children, Families & Education Service provides 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 Experienced, Children with Disabilities and Young People who offend and/or are at risk of exploitation.

Portsmouth City Council is committed to keeping the welfare of children, young people and their parents / carers paramount. As part of our approach, we are committed to working with families to repair harm and relationships.

We are restorative in our approach to working with families and each other, working closely with partner agencies including health, police, education, housing and voluntary agencies to build strong relationships. Portsmouth has implemented a Portsmouth Model of Family Practice which incorporates the Family Safeguarding model, promoting direct work with parents to address any mental health, substance misuse or unhealthy relationship difficulties which may be impacting on their parenting.

Judged 'Good' by Ofsted (with outstanding in 'the experiences and progress of children who need help and protection'), we are now striving towards becoming an overall 'Outstanding' service and are committed to promoting a 'whole family' approach to safeguarding and 'going home' in Portsmouth. We continue to provide significant investment in social work with children, young people and their families to make this a reality.

In their inspection in May 2023, Ofsted recognised:

- "Skilled, joined-up work, delivered through the local authority's preferred model of practice and involving workers for adults and children, is improving the experiences and progress of children."
- "Portsmouth's leaders are ambitious for their workforce to be trained and effective practitioners."
- "Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer."



We are committed to being on an active anti-racist journey. In 2024 we signed up to the Social Care Workforce Race Equality Standard (WRES). The WRES programme aims to progress workforce race equality in adult and children's social care and empower local authorities to address any gaps or concerns of inequality in their workforce.

The Team

The Family Safeguarding Adult Team is integrated into Children's Social Care services, providing intervention with parents & carers to actively support change, with the intention to help more children to live safely at home.

Portsmouth City Council Children's Services is committed to promoting a multi - disciplinary, 'whole family' approach to safeguarding and reunification in Portsmouth. We want families to bring up their children to be safe and well, offering support to prevent the need for care, reduce the length of care when it is required, and to always strive for children to return home whenever it is safe and, in the child's best interest to do so.

The key focus is to work collaboratively and in partnership with families to tackle vulnerability and their individual needs. This includes providing specialist advice and guidance to professionals and undertaking direct work with parents / carers to address their assessed mental health, substance misuse and domestic abuse needs. This aims to improve their parenting skills and capacity to achieve and sustain positive change. This also includes liaising with established adult services where additional specialist provision is required.

Overview

We are looking for a Team Lead to support the Family Safeguarding Adult team and lead the provision of the adult mental health and wellbeing intervention. Responsible to the Service Leader, the post holder will lead the team in all aspects of practice and development.

You will be responsible for supporting adult specialist workers to assess need and carry out specialist interventions to improve outcomes for families, safeguarding the wellbeing of vulnerable children and their parents/carers. This includes helping to develop skill and confidence in working with adult mental health needs across the children's social care workforce and to maintain a positive network with existing adult services in Portsmouth.

What is this role?

- To model and promote a restorative, strengths based, 'whole family' approach to safeguarding, working with parents / carers of Children in Need of Support and Protection, care experienced children, and children subject to Public Law Outline and Care Proceedings.
- To contribute to the development of an organisational culture which is in line with the Family Safeguarding model of practice.
- To support the Service and Team Leads in the supervision and management of a team of differently qualified adult specialist workers addressing adult needs including mental health and wellbeing, substance misuse and/or domestic abuse .
- To support the Service & Team Leads in the development, co-ordination and delivery of relevant adult services integrated within Children's Social Care processes.
- To participate in meetings within the Children's Social Care framework including child in need meetings, child protection conferences and legal meetings.

- To advocate for parents / carers and ensure their needs and vulnerabilities are addressed within the safeguarding processes.
- Promote the use of adult safeguarding processes within the children's social care sector, including appropriate use of MARMS and The Care Act 2014.
- To develop and promote evidence-based interventions with families, including use of motivational interviewing and an attachment focussed family approach.
- To supervise Family Safeguarding Adult workers, participate in multi-disciplinary supervision and assist with complex decision-making about safeguarding issues within families.
- Make decisions about appropriate level and type of adult service's response, including allocation and the provision of:
 - General advice and guidance using the 'Team Around the Worker' approach.
 - Joint intervention with another professional including contributing to assessments with Children's Social Workers.
 - Direct intervention with a parent or carer, including undertaking direct work or facilitating a targeted programme of intervention.
 - Supporting access to adult specialist services within the community.
- To support the Service & Team Leads in the continued development of the Family Safeguarding model and adult team, including developing processes, interventions and performance management indicators.
- To participate in quality assurance including gathering data and performing learning reviews / audit activities.
- To support the Service & Team Leads in promoting the service and model both within Children's Social Care and with wider partner agencies.
- To work together with a range of relevant partner agencies including Health, Education, Police, Housing and Community / Voluntary Services, in the development and delivery of the Family Safeguarding model.
- To carryout line management duties including quality assuring work and ensuring the timely completion of all necessary assessments, reports and interventions.
- To deliver and oversee all areas of performance, staff development, supervision, appraisal, implementation of departmental policies, in relation to the adult team staff.
- When beneficial, there is opportunity to deliver direct work, in accordance with family needs and the needs of the service.

Who is the person?

We are looking for a qualified registered social worker with significant experience and expertise working with parents/carers affected by their mental health and wellbeing. We need a professional who has a comprehensive understanding and appreciation of the value of intervention and support with families, including vulnerable adults who are parents. The Family Safeguarding Adult team will be working predominantly with parents where concerns about their mental health, substance misuse and/or domestic abuse is having a detrimental impact on their parenting ability and capacity to change in order to meet the needs of their children. Some parents may also have learning needs.



You will have excellent organisational and communication skills and be relational and reflexive in all aspects. You will be professionally curious, be able to provide high challenge and support, be outcome focused and have a strengths-based approach to safeguarding. You must be able to work as part of a team to ensure that front-line relational practice contributes to meeting our agreed priorities.

You need to:

- Have a relevant Social Work qualification and be registered with a relevant professional body.
- Have the skills to be a confident and competent manager and be able to model the values and behaviours that are consistent with a restorative, relational approach.
- Take an active role in contributing to the development of an integrated model and support the Service Lead to manage any challenges that arise as part of cultural change.
- Be able to implement statutory procedures and local standards/processes to inform good practice and service delivery.
- Be confident in applying relevant theory and research to enhance practice.
- Have substantial post qualification experience of work with adults who experience mental health and wellbeing needs. Experience of intervention with adults with vulnerabilities associated with substance misuse, domestic abuse, and or learning needs would be advantageous.
- Have experience of working with adults who are parents / carers and have individual needs that impact adversely on their parenting and capacity to change.
- Promote learning and development through providing advice, guidance and support, including facilitating restorative meetings, reflective practice sessions, supervision and training.
- Be able to take responsibility for self-directed learning and evidence effective professional growth.
- Be able to contribute to staff development through coaching and mentoring.
- Be able to manage stress and assist others in prioritising work and balancing competing demands/pressures.
- Be committed to staff wellbeing and support staff to develop coping strategies and access appropriate wellbeing services.
- Have good organisational and communication skills, including an excellent standard of written and spoken English, with strong IT and analytical practice and performance skills.
- Demonstrate a healthy professional curiosity and generosity of spirit to ensure that vulnerable people receive support and intervention to be safe, valued and respected.
- Have a good working knowledge and experience of promoting anti-discriminatory practice and actively addressing equality of opportunity.

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.