

Families First – Specialist Safeguarding Teams



September 2018

Families First Specialist Safeguarding Unit		
Post Title	Grade	Role Type
Senior Practitioner	10	September 2018

Our Vision - Is for a connected Staffordshire, where everyone has the opportunity to prosper, be healthy and happy.

To work with partners and families in Staffordshire to enable vulnerable children and young people to be safe and secure; to promote physical and emotional well-being and to help them achieve their full potential within their communities.

This shared vision has been developed by a range of people involved in and committed to high quality, strong and effective children and families' services in Staffordshire. It incorporates views and ideas from managers, frontline practitioners and service users who will be the key contributors to making the vision a reality.

Our Outcomes - The people of Staffordshire will:

- Be able to access more good jobs and feel the benefit of economic growth
- Be healthier and more independent
- Feel safer, happier and more supported in and by their community

About the Service

Staffordshire County Council is one of the largest Local Authorities in the UK and provides a broad range of services to its citizens.

Families First works closely with partner organisations and our approach is built on the firm foundations of an integrated 'team around the family'. We facilitate local support and evidenced based intervention for children and families to prevent needs escalating to a level requiring statutory specialist services. Where specialist services are needed, we ensure that timely and effective decisions are made to secure the best outcomes for a child's future.

Our staff and services are based in localities to provide easy access to families and we work with schools and academies, Police, health services and a range of other partners through our Local Support Teams to prevent, children, young people and families requiring more intensive support.

Specialist Safeguarding Units take responsibility for the county's child in need and child protection activities including assessment, intervention, service planning, child protection enquiries and the delivery of child protection plans. The service has the lead role in the initiation and early planning of care proceedings, retaining case responsibility for the duration of these proceedings where children remain at home. The service also works with children who are looked after, prior to their transferring to a specialist looked after children team.

Specialist Safeguarding Units work closely with the Local Support Teams within Targeted Services in the stepping up and down of cases and providing an in reach service to the Local Support Teams.

Our core purpose – what we do to help vulnerable children and young people in Staffordshire:

- Ensure resources are used in the most effective and efficient way to achieve sustained improvements to the lives of children, young people and families.

We will share information with commissioners and partners to develop effective and efficient services.

We'll know we have succeeded when we can provide evidence that we are achieving our core purpose within the resources available.

- Work with children, young people and families that are at risk of their needs escalating to a level that requires statutory intervention.

We will invest in services to prevent needs escalating and will recognise that children's needs are best met within their own family and community, where this is safe to do so.

We'll know we have succeeded when an increased proportion of children, young people and families report improved outcomes.

- Involve and engage children, young people and families in aspects of the services that we develop and deliver.

Families First is committed to involving and engaging children and young people and we will ensure that our services continue to be fully responsive, that practice is focussed on children and young people's needs and that their views are built into the design and delivery of services from the outset.

We'll know we have succeeded when children, young people and their families tell us they are satisfied with our services; that they feel involved and we can provide evidence of where we have acted on service user feedback.

- Share responsibility with partners to achieve positive outcomes for children and young people.

Working with our partners we will deliver services to children and young people to achieve positive outcomes that respond to and meet individual and locality needs.

We'll know we have succeeded when we have evidence to show that shared outcomes have been achieved.

Reporting Relationships

Responsible to: Specialist Safeguarding Unit Manager

Key Accountabilities:

Key tasks of the role and service will include:

- Holding and managing a full caseload, prioritising all work in accordance with the Directorate's policies and procedures, standing orders, budgets and all relevant legislation.
- Complying at all times with the policy and procedures of the Families First Directorate in respect of all aspects of work.
- Ensuring that all work is completed within the stated timescales in accordance with both national and local policy.
- Planning, carrying out and monitoring all activities required for individual children and families to ensure that they achieve their assessed outcomes.
- Undertaking regular reviews of individual children's and families situations and to use the outcome to formulate new arrangements and plans in conjunction with services users and other agencies.
- Maintaining client records in line with Directorate policies and procedures within the framework provided by the Integrated Children's System in relation to recording information about children and families.
- Participating in regular supervision or consultation with the Team Manager and ensuring that they are always made aware of significant issues in respect of children and families.
- Providing high quality and timely assessment and reports in the agreed format for Court's, Child Protection Conferences, Statutory Reviews and any other forum as directed by the Team Manager.
- Working in partnership with colleagues within the Directorate and also outside agencies in order to achieve identified outcomes for vulnerable children in their service area.
- Ensuring that work they are responsible for contributes to the achievement of all agreed performance targets at an individual, team and divisional level.
- Participating in the formulation of new initiatives and policy across the Directorate as appropriate.
- Attending and contributing to training courses as agreed with line management and to ensure personal development is maintained in accordance with the requirements of the Health and Care Professionals Council.
- Supervising and supporting the professional development of Social Work students and non-social work qualified staff on the team when required.
- Developing good working relationships with other agencies and colleagues in the Directorate.
- Ensure the County Council's Human Resources policies and procedures are adhered to including attendance management, whistle blowing, bullying and harassment, grievances, capability and disciplinary issues.
- Ensuring that the area of service is underpinned by adherence to the County Councils and statutory equality policies and gives due attention to issues of diversity.
- Develop and maintain effective and positive partnership arrangements with internal and external partners.
- Undertake any other reasonable duties commensurate with the grade and nature of the post.

Specific additional tasks attached to the Senior Practitioner role:

- Maintaining the complex cases allocated within the team.
- Co-working cases with less experienced / non social work qualified members of the team and take responsibility as part of this process for sharing and developing their learning.
- Taking a lead role within the team for researching and developing evidence based practice and sharing this with other staff.
- Offering advice, consultation and support to team members on aspects of case management.
- Responsibility for chairing Child Protection Core Groups and other meetings where deemed appropriate by the Team Manager / Team Co-ordinator.
- Representing the team at meetings / forums as deemed appropriate by the Team Manager.
- Taking part in delivery of training to staff across the Directorate with line management agreement.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> Professional Social Work qualification (DIP SW, CQSW, CSS) or other Social Work qualification where certified by the HCPC Registration with the HCPC To be willing to work towards or gained the approved children and families practitioner status 	<p>A</p> <p>A</p> <p>I</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> 2 years post qualification experience (3 years adoption practice) Relevant training and experience in safeguarding Experience in a wide range of aspect of the social work role Understanding the key pieces of legislation in place in respect of children’s welfare and safeguarding Understanding of the “Assessment Framework” A clear understanding of “Working Together to Safeguard Children”, “Care Matters” and “Care Planning Regulations” Understanding the structures and systems in place which provide the framework for undertaking all relevant duties Understanding the effects of problematic situations experienced by the children and families with whom we work Sound knowledge of child development Knowledge of family dynamics and effect on children’s lives Knowledge of the effects of disability and chronic illness on children and families 	<p>A</p> <p>A</p> <p>A / I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>
	<p>Skills</p> <ul style="list-style-type: none"> An ability to undertake high quality timely assessment, planning, monitoring and review of individual cases An ability to involve children, their parents and other relevant carers in the processes outlined above The ability to work as part of a team and to contribute to the development of services through a team approach Skills in direct work with children and adults Good communication skills at all levels Ability to prioritise work and manage competing demands Good recording and report writing skills High standards of ICT literacy and skills 	<p>A / I</p>

	<ul style="list-style-type: none"> • Car driver (suitable adjustments made in line with Disability Discrimination Act 1995) • Ability to work in partnership with other agencies supporting children in achieving their identified outcomes <p>This post is designated as an essential car user</p>	<p>A / I</p> <p>A / I</p>
	<p>Other</p> <ul style="list-style-type: none"> • Commitment to Equal Opportunities and anti-discriminatory practice • A flexible approach to undertaking the social work task • Commitment to high quality services for children and their families • Commitment to personal growth and development 	<p>I</p> <p>I</p> <p>I</p> <p>A / I</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the **Disability Confidence Symbol**, which is a recognition given by Jobcentre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting the
Recruitment Team on 01785 276113

The Behaviour Framework relating to this role is: **Role Type B**