

SENIOR PRACTITIONER

# Families First – Specialist Safeguarding Teams

## Specialist Safeguarding Senior Practitioner



September 2018

<b>Families First Specialist Safeguarding Unit</b>		
<b>Post Title</b>	<b>Grade</b>	<b>Role Type</b>
<b>Senior Practitioner</b>	<b>10</b>	<b>February 2019</b>

**Staffordshire County Council's Vision** - Is for a connected Staffordshire, where everyone has the opportunity to prosper, be healthy and happy.

**The 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

**Staffordshire County Council** is one of the largest local authorities in the UK and provides a broad range of services to its citizens. We are at the start of a significant transformation agenda to improve the way we ensure positive outcomes for all of the communities and citizens of Staffordshire, working in partnership with all public sector organisations across the County.

### **Vision Statement for Families First**

'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, front-line practitioners and service users who will be the key contributors to making the vision a reality.

### **Purpose and values of working with children and families**

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 evidence-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, with 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.

**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 focused 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 Development Manager**

## **Statement of Purpose**

To carry out a range of social work tasks as allocated by the Strategic Safeguarding Manager and working closely alongside the CSE Coordinator.

**Key Accountabilities:**

The Specialist Social Worker will work for the Local Authority to fulfil roles and responsibilities for strategic safeguarding activity extended to but not are limited to

Key tasks of the role and service will include:

1. Support the management of the Temporary/Transfer Child Protection Plans on a weekly basis.
2. Complete Child Protection statutory visits for the specialist safeguarding units on behalf of the other Local Authority that have requested assistance from Staffordshire for a safe and well visit. Ensure that visits are recorded in a timely fashion and shared with the other Local Authority.
3. Support area team based social workers to provide a professional social work response to cases where cross border matters require the intervention of the LA.
4. Promote the efficiency of timely requests for Initial Health Assessments (IHAs) for children who have become Looked After After and ensure that they have been requested using an effective tracking system.
5. Support the Specialist Safeguarding Manager with the Local Authorities response to Serious Case Reviews, i.e. provided evidence relating to lessons learnt and identified areas for improvement.
6. Support the Specialist Safeguarding Manager with the Local Authority's response to CP-IS (Child Protection Information Sharing NHS England initiative) notifications.
7. Support the development of policies and procedures in existing and emerging areas of social work practice, working closely alongside the Specialist Safeguarding Manager. This will include the development of good practice guides and the awareness of these.
8. Support the management of the CSE (Child Sexual Exploitation) Panels working closely alongside the CSE Coordinator by
9. Providing advice, support and guidance to practitioners in the Authority regarding CSE.
10. Providing advice, guidance and support to the First Response Team regarding any new referrals in respect of CSE to ensure expert advice is provided at an early point.
11. Will work collaboratively with other agencies to ensure the safeguarding of children and young people who are being, or are at risk being sexually exploited.
12. Support the responsibility for the ongoing raising awareness in relation grooming and early identification, the issue of consent and healthy relationships, child sexual exploitation and the association of warning signs both internally within the Authority and externally with outside agencies/partners.

13. Support the CSE Coordinator with ensuring that the CSE Panels request that the concerns relating to CSE and any appropriate follow up actions are incorporated within any CIN, CP, LAC and Pathway plans.
14. Support the CSE Coordinator to ensure that CSE panel minutes are recorded in a timely manner with the agreed timescale of 7 days following the panel.
15. Support the CSE Coordinator to ensure that actions are provided to practitioners following the panel if they have not been in attendance.
16. Participate in regular supervision or consultation with the Team Manager and ensure that they that are always made aware of any safeguarding concerns regarding the services.
17. Participating in the formulation of new initiatives, and policy across the Directorate as appropriate.
18. 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.
19. Supervising and supporting the professional development of social work students and non-social work qualified staff on the team when required.
20. Developing good working relationships with other agencies and other colleagues in the Directorate.
21. 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.
22. 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.
23. Develop and maintain effective and positive partnership arrangements with internal and external partners.
24. Undertake any other reasonable duties commensurate with the grade and nature of the post.

## **Professional Accountabilities**

Additionally, the post holder is required to contribute to the achievement of the Council, Directorates, Strategic HR and individual objectives through:

### **Financial Management**

- Personally accountable for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service area.

### **People Management**

- Participation and contribution in the Personal Performance Review process.

### **Equalities**

- Ensure 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 County Council's corporate climate change strategy.

### **Health and Safety**

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

### **Safeguarding**

- To be committed to safe guarding and promoting the welfare of children and young people/vulnerable adults.

The content of this job description and person specification will be reviewed on an annual basis in line with the Directorate's training and development review policy.

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

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