

Job Title **Staffordshire Safeguarding Partnership**
Head of Service- Children's Integrated Front Door
Grade 14

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

We are committed to developing a system and a way of working that will enable Staffordshire's children to thrive within their own families and communities by addressing the root causes of difficulties for the whole family at the earliest point.

Staffordshire's Children's Service aims to:

- a. Maximise the achievement of better outcomes for families in Staffordshire using all available resources, effectively and efficiently.
- b. Support safer, healthier, thriving children whose needs are met within their families and communities where it is safe to do so, reducing the need for higher cost, complex interventions.
- c. To offer every child and young person the best start in life and the chance to achieve their full potential.

About the role

The Multi-Agency Integrated Front Door brings together key professionals to facilitate better quality information sharing, analysis, and decision-making. This collaboration aims to safeguard vulnerable children and adults more effectively. The successful candidate will work within a matrix management structure designed to enhance collaboration across different agencies. This structure fosters a culture of complementary and collegiate working. An understanding of partnership structures, particularly within the NHS and Police is a crucial feature of the role.

Reporting Relationships

Responsible to: Assistant Director Family Safeguarding

Responsible for: Team managers within the front Door and EDS and Child Exploitation

Key Accountabilities:

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

- Lead and manage the service, making key decisions about social work interventions to positively impact children, families, and council performance.

- Lead strategic direction through visible leadership and foster a culture of continuous improvement.
- Act as Partnership Decision Maker, ensuring decisions comply with legislation, policies, procedures, and national standards.
- Lead effective partnership working to ensure information sharing and joint working, providing robust challenge to ensure compliance with procedures, policy, and best practice.
- Plan, implement, monitor and maintain child protection procedures, appropriate systems and standards, reporting any barriers to compliance or improvement to the Staffordshire Safeguarding Children's Partnership.
- The post will involve strategic planning for the implementation of a new partnership IT recording system, specifically the introduction of Liquid Logic. Leading on the implementation and maintenance of appropriate partnership recording systems to ensure the appropriate and effective sharing of information to safeguard vulnerable adults and children
- Lead service delivery in line with local and national priorities, ensuring statutory functions are fulfilled according to current legislation and guidance.
- Report on service delivery, quality assurance and performance analysis to the Staffordshire Safeguarding Children's Partnership, ensuring all partners are delivering continuous improvement for children and young people.
- Represent the council on various local and regional groups and panels ensuring that the Integrated Front Door aligns with broader local service delivery, wider emerging government policies, and national best practice.
- Achieve the agreed portfolio performance targets, including national and local performance indicators. Undertake regular reporting to the Strategic Quality and Performance Board, highlighting statutory compliance and identifying continuous development opportunities for key performance areas within Staffordshire's Integrated Front Door.
- Actively participate in and produce regular reports, including performance analysis and advising areas for improvement, for the Directorate Management Team, Local Safeguarding Partnership, Lead Member for Children and Young People's Services, Corporate Parenting Board, and external bodies such as the Department for Education and Ofsted.
- Lead and deliver a high-quality service delivery by enhancing and continually improving performance and standards through quality assurance and audit activities in line with the quality assurance framework.

- Prepare for external inspections and manage responses to inspection findings within required timescales, providing evidence and assurance of completed work.
- Provide strategic leadership to identify and implement change to better meet the needs of children and young people and improve their outcomes.
- Advise and engage elected members and Council Committees on policy development, strategies, and budget spend.

Other Information

This post is designated as casual car user.

The post holder will need to meet the travel requirements of the role locally regionally

This post has no political restriction.

Location: Lindum House, Stone.

Team Members: Staff from health, social care, probation, education, and the police.

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.



Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications/Professional membership <ul style="list-style-type: none"> Social Work degree or equivalent social work professional qualification and registered with Social Work England* Evidence of continuous professional development 	A A/I
   	Knowledge and Experience <ul style="list-style-type: none"> Significant experience in effective partnership and multi-agency working. Demonstrate understanding of the roles and responsibilities of all statutory safeguarding partners in the protection of both children and adults. In-depth experience with risk assessment methodologies and processes for identifying both individual and organizational risk Substantial knowledge of partnership thresholds, levels of need, and referral and assessment processes for children and adults. Thorough understanding of relevant legislation and the policy framework pertaining to safeguarding, alongside the development of policies and procedures. Evidence of applying legislation, policy, and best practice guidance, including policy development. Experience of managing complex cases where children are at risk of exploitation and trafficking Demonstrate experience or undertaken training as an Approved Mental Health Professional (AMHP). Able to demonstrate significant experience in engaging senior leaders, staff, and partners. Demonstrate an understanding of partnership structures, particularly within the NHS and Police etc. 	A/I A/I A/I A A/I A A/I A A/I I

 	Skills <ul style="list-style-type: none"> Analyse complex information in a simple way to enable people from a range of agencies to make effective decisions. Effective planning and project management skills, both written and verbally Effective interpersonal, ICT and communications skills, including verbal, written and digital that turns data into intelligence to enhance decision making High level of analytical, presentational and communication skills Demonstrate understanding of the effects of discrimination and exclusion against certain groups of users and employees and ability to eradicate discrimination through promotion of inclusion and equality of opportunities. The ability to work corporately and collaboratively, recognising responsibilities that cross strategic and operational boundaries People management skills -actively challenges and motivates others to be their best all the time 	 I A/I A/I A A/I I A/I
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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. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre 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
Talent & Resourcing Team 01785 278300