

Team Manager (DoLS) and BIA Lead Grade 11

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

Deprivation of Liberty Safeguards team primary areas of responsibility –

The team's Deprivation of Liberty Safeguards responsibilities are ensuring that adults who lack capacity to consent but need to be accommodated

GP 13.06.2025
70000931/G11/CAS

under care and treatment regime that may have the effect of depriving them of their liberty have their best interests protected in accordance with the Mental Capacity Act 2005 Deprivation of Liberty Safeguards Code of Practice.

About the role

To manage the Best Interests Assessor Team and lead professional practice development for Best Interests Assessors across Adult Social Care and Commissioned agencies.

Reporting Relationships

Responsible to: MCA Strategic Lead

Responsible for: Best Interests Assessors

Key Accountabilities:

1. Operational leadership and line management of the BIA team to meet SCC statutory responsibilities and Health and Care Priorities.
2. Leading on practice development and professional practice for all BIA's acting on behalf of SCC to ensure all BIA's meet statutory requirements
3. Coordinating BIA training and responsible for leading professional networks and development activity for Best Interests Assessors to ensure SCC has appropriate quantity and quality of professional BIA practice
4. Ensuring the continued development of best practice by facilitating and/or supporting appropriate relevant groups such as BIA support groups to enable collaboration and development of best practice and individual development.
5. Ensuring that candidates for BIA, are fully informed about local policies and procedures, providing support to candidates who are undertaking the training, and appropriately liaising with their managers/assessors about any professional issues arising during training. This ensures that SCC DOLS assessments and assessors are able to maintain the pool of BIA's Outcome needed

6. Ensuring compliance of BIA's with the professional ethics and disciplines of social work and other professions (including nursing and occupational therapy as described in the relevant Code of Ethics and Codes of Practice from professional body's (SWE). Ensure own competency is supported by relevant learning from legislation, key practice issues and case law. To ensure that SCC meets the legal and statutory requirements of the DoLS legislation.
7. Operational management of BIA performance and monitoring arrangements, by identifying and responding to areas of improvement. Thus, ensuring that quality and quantitative improvement is ingrained in the role and responsibilities.
8. Ensuring that teams and services are kept up to date with policy and guidance leading on the delivery of BIA statutory requirements and BIA national developments through BIA Forums, SWLA updates and practice guidance to provide assurance to SCC
9. To continue to have an active role in completing BIA assessments by maintaining practice knowledge completing BIA assessments in order to maintain the Lead BIA function and lead by professional example.
10. Provide specialist professional support to BIAs across Staffordshire, to develop best practice and ensure compliance with statutory and local guidance.
11. To establish and support BIA forums in Staffordshire, to support quality assurance and facilitating a direct link with partners in ensuring effective performance and working together.
12. Co-ordinate and oversee effective professional supervision arrangements for BIA's
13. Acting on behalf of the Local Authority in its statutory function as regards the Deprivation of Liberty Safeguards.

Other Information

This post is designated as a casual car user.

The post holder will need to meet the travel requirements of the role nationally.

This post has no political restriction.

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.


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"> • CQSW, Degree in SW, DipSW, or equivalent qualification such as Nurse(RGN/MH/LD) or Occupational Therapist • Current Best Interests Assessor 	A/I
	Knowledge and Experience <ul style="list-style-type: none"> • Two years' minimum post-qualifying experience within a social care or health setting • knowledge and understanding of Safeguarding Policy and Procedures. • Understanding and experience of training needs, range of courses and learning styles. • knowledge and understanding of relevant legislation and legal literacy in adult social care. • Understanding of legal, policy and social context of social care and health care. • Experience of working with individuals within adult safeguarding, mental capacity and or mental health context • Up to date knowledge of the Care Act 2014, Mental Capacity Act, and Mental Health Act as amended by the Mental Health Act 2007. • Experience of assessing BIA candidates. • Experience of supervising and leading staff. • An understanding of the issues regarding multi-agency working • Experience of working co-operatively and positively with other organisations and other statutory agencies 	A/I

	Skills <ul style="list-style-type: none"> • Enhanced presentation skills. • Ability to coordinate the development of new training courses and materials • Ability to support individuals through training and staff development. • Demonstrable ability of effective use of ICT • Good organisational skills • An ability to self-motivate • An ability to lead and work as part of a team 	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.

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