

Job Description

Job Details	
Special Guardianship Lead	
Grade	11
Directorate	Children and Families
Service	Children in Our Care & Care Leavers
Grading Panel Date	20.12.2024
Job ID	GP FINAL 20.12.2024 70000866/G11/CAS

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
In Staffordshire we want to improve the lives of all children and young people. We are using a whole system approach to enable children to be happy, healthy and safe. We are supporting families to stay

together so that children can remain within a home environment wherever possible.

Our vision is to create one system, that places children and their families at the heart of all that we do. Where support is required for families, access to this will be local, accessible and make a difference and specialisms will work to enhance those offers.

Our Children's Social Care workforce is passionate and committed to improving outcomes for children in Staffordshire. We do this by providing a consistent, high-quality service to children and families, together with great working relationships with our partners and the support from a stable leadership and management team.

We are committed to a culture of shared learning and development in which everyone has a part to play to ensure that our services to children and families focusses on positive outcomes.

About the Role

The role Special Guardianship Lead will provide professional expertise and support to family practitioners and other social work colleagues in relation to Special Guardianship matters. This will include providing reflective supervision, coaching and support to Family Practitioners assisting them in their developmental support to Special Guardians. Further, providing oversight and reflective support to the Welfare Rights Officer who is responsible for providing financial advice to Special Guardianship families and advice to other practitioners.

The Special Guardianship Lead will be encouraged to show creativity when supporting the team to develop the Special Guardianship service and will take the lead on ensuring interventions Post Order are effective, purposeful and provided timely. This will include supporting the team to appropriately triage referrals coming into the service, appropriate sign posting and the overall management of the allocations and capacity of the team. Where required, the Special Guardianship Lead will act as the lead professional where there are stability concerns.

The Special Guardianship Lead will ensure that interventions are evidenced based and of high-quality drawing on national best practice and research. This role supports the Kinship Team Managers and Head of Service to identify individual and countywide learning needs, support delivery of training and to support the continued professional development of staff within the Children and Families Service. Specifically, in relation to Special Guardianship.

The Special Guardianship Lead will also be responsible for the oversight of the team completing Adoption and Special Guardianship applications and Special Guardianship annual reviews. This will include having some managerial authorisation, attendance at Adoption, Fostering and Special Guardianship Resource Panel and other professional meetings. They may also be required to deputise for the Kinship Team Managers where required in their absence.

Reporting Relationships

Responsible to:

Team Manager - Kinship

Responsible for:	Family Practitioners, newly qualified Social Workers or social work students, Welfare Rights Officer.
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Key Accountabilities
Manage, support and supervise a team of Family Practitioners and a Welfare Rights Officer. Ensuring the services they deliver is of high quality and has identifiable outcomes that contribute to the performance indicators identified for the Kinship Service.
Provide the Head of Service with regular reports/information on key performance targets to ensure key performance indicators are met, and financial budgets monitored in relation to annual reviews.
Be a passionate advocate for Special Guardian participation and involvement, and with support of the Kinship Team Managers and Head of Service to develop co-production systems to increase the opportunities for Special Guardians and their families.
Influence and shape the way services are designed, developed and delivered in the Special Guardianship Post Order Support Team
Plan, deliver and evaluate with other staff and providers, activities, publicity materials and events to attract families/individuals to Special Guardianship events.
Identify gaps and shortfalls in performance and, by working collaboratively with Special Guardians, staff and the service manager, develop practical solutions to address them ensuring resources are used effectively and to avoid duplication of provision.
Be innovative and enterprising in developing links with a wide range of partner agencies/services to provide an integrated and complimentary range of support services for Special Guardians.
Provide mentoring, support, and training to colleagues working within the wider system as well as the Special Guardianship Post Order Support Team.
Work in conjunction with the Kinship Team Managers to improve knowledge and practice related to all areas of the Kinship Service. To take responsibility for Special Guardianship development acting as a champion, sharing knowledge and skills across the teams.
Manage and allocate resources for the team, including making decisions about non-statutory service thresholds, allocating new referrals and assessments/plans to family practitioners.
Undertake quality assurance activities and comply with quality assurance framework. This may include the completion of audits or observed practices.
Deputise for the Kinship Team Managers where required in their absence. This may include offering advice and guidance to Social Workers in their roles as Kinship Assessors and supervision and support of Kinship foster carers.

Other Information
This post is designated as a Casual car user.
No Political Restriction.
The post holder will need to meet the travel requirements of the role locally and regionally.
Notwithstanding the detail in this job description, the job holder will undertake such work as may be deemed appropriate by the Team Manager from time to time, up to or at a level consistent with the principle responsibilities of the job. The role is able to utilise flexible working and mobile working. Many customers span across the County and therefore you may be required to work at any location across Staffordshire.

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.

A = Assessed at Application
I = Assessed at Interview
T = Assessed through Test

Person Specification		
Qualifications/Professional Membership		
	A/I	Recognised qualification in social work (Dip/SW, BA, MA Or equivalent)
	A/I	Social Work England Registration and Full UK driving license and ability to travel across the County and Region as this is an Essential Car User post.
	A/I	Enhanced DBS.
Knowledge and Experience		
	A/I	Significant post qualifying experience of working in a statutory children's social work team. This could include child protection, child in care or leaving care, children with disabilities, adoption and fostering services.
	A/I	Experience of providing mentoring or support/supervision to qualified and non-qualified social work staff or foster carers, formal or informal.
	A/I	Extensive knowledge of legislation and guidance in relation to Children's social care such as Working Together and Every Child Matters and specifically Kinship care, Special Guardianship, and Fostering.
	A/I	Knowledge and Experience of Reflective Supervision.
Skills		
	A/I	Ability to work irregular and unsociable hours as required
	A/I	Self-motivated with enthusiasm.
	A/I	Analytical Skills and the ability to present information and lead on training.
	A/I	Effective verbal and written communication skills to engage with a range of audiences
	A/I	Ability to complete high quality, timely and accurate assessments, including assessment of risk.
	A/I	Ability to work with a high level of autonomy, but exercise an awareness of safe working practice

	A/I	Effective time management and organisational skills to meet deadlines and to be able to utilise ICT effectively (word processing and electronic management systems).
	A/I	Ability to measure and evaluate practice against set standards.



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