

Team Manager - Integrated Front Door

Grade 12

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

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, 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 citizens
- 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

Staffordshire's children's social care front door is underpinned by a number of key principles that include providing the right help at the right time that meets the child's needs and prevents needs escalating. Within Staffordshire's front door for Children's social care, our aim is to create an environment where families are supported from the onset to stay together safely and live well in their communities by building on their strengths and family and community networks. The aim of the Front Door for Staffordshire Childrens social care is to create an environment where we 'Think Family' from the onset and how best to

meet the child's needs and promote their outcomes. These key principles drive our work for children and their families. This is the right thing to do. Families tell us they do not want to be in statutory services and evidence says that lives are better when needs can be met early within the family or community. Our philosophy is around earliest help for the child and family.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as possible

Reporting Relationships

Responsible to: **Service Manager – Integrated Front Door**

Responsible for: **Consultant Social Workers & SFIFD Social Workers**

About the role

To carry out a range of tasks in line with the Team Manager role ensuring the smooth day to day operation of the service and the deployment of resources in line with the service and business plans in place

Promote strength-based relationships in all aspect of work undertaken with staff, partners, colleagues and children and families.

Key Accountabilities:

1. Leading on the delivery of the statutory responsibilities of the Authority relating to children's safeguarding (in the broadest sense) under the Children and Families Act 2017 and its contextual framework through Working Together 2015 and other relevant legislation e.g. Education Act 1996, Children Act 1989, Adoption & Children Act 2006 etc
2. Provide the highest level of professional leadership, motivation and direction to a team of qualified social workers, family practitioners and others to ensure that the service provided is effective and meets the needs of children, young people and their families.

3. Lead a team of practitioners and manage the day-to-day practice and the safe allocation of work and to ensure these are progressed in accordance with the statutory frameworks (as applicable).
4. Ensure that effective professional practice and supervision is delivered throughout the team following the principles of the knowledge and skills statements for social workers and in adherence with Children and Social Work Act 2017.
5. Identify and embed service improvements through audits, quality assurance, identifying training, benchmarking and the interpretation and dissemination of legislation.
6. Investigate and respond to complaints, MP enquiries and complex case enquiries e.g. involvement in serious case reviews/learning reviews where appropriate.
7. Participate and work in partnership through relevant boards, e.g. LSCB, partnership committees, locality arrangements and other meetings as necessary.
8. Maintain, develop and contribute to internal, local, regional, national and multi-agency partnerships to influence, support and maintain best practice.
9. Appropriately share information with partners and stakeholders to meet legal requirements and support the effective provision of the safeguarding (in the broadest sense) of children and young people.
10. Ensure effective management and use of all available resource, staff and financial are regulatory compliant and in accordance with SCC's guidance

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
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> Professional social work qualification Additional professional qualification in a related area or evidence which can demonstrate skills, knowledge and ability e.g. Practice Educator Management qualification/equivalent experience Registration with Social Work England 	A/I A/I A/I A/I
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Experience of working at a senior level within a local authority Knowledge of managing social workers and others within a single or multi-professional team Experience of leading multi-disciplinary teams in a partnership environment Comprehensive knowledge and understanding of relevant legislation in relation to the children's' social care system Demonstrable experience in managing budgets effectively Proven ability to quickly build and manage strong credible stakeholder relationships Ability to lead service change and improvements Ability to interpret complex guidance translating and operationalising to improve practice Experience in working in partnership with organisations Demonstrable commitment to professional development 	A/I A/I A/I A/I
	<p>Skills</p> <ul style="list-style-type: none"> Excellent verbal and written communication skills Successful problem-solving skills Successful communication skills with staff and across a diverse customer base 	A/I A/I

	<ul style="list-style-type: none">• Excellent supervision skills and an ability to enable practitioners to utilise reflective practice• Ability to deal with a range of issues and conflicting demands and deadlines• Proven ability to influence decision makers• Ability to work collaboratively with teams and partners• Appraisal of risk and ability to prioritise and delegate work effectively <p>Other</p> <p>This job requires an enhanced DBS clearance as do the posts that sit underneath it.</p>	A/I
--	--	-----



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

Shared Services on 01905 947446