Designated Social Care Officer

Grade 13

**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

Children and Families services place children, young people and their families at the heart of all we do. Where support is required for some families, access to this will be local, accessible and make a difference. We aim to ensure education and skills are the passport to opportunity for all our children and young people. We focus on providing support early, empowering our children, young people and families, our communities and our workforce and creating resilience within communities. We will build upon the strengths that we know exist and seek to improve the outcomes for all those children and families whose lives we touch.

**About the Role**

This role will strategically lead in framing and developing social care elements of the SEND strategy across the  
local authority, in compliance with legislative requirements of the SEND Code of Practice (2015).  
  
Providing leadership, operational guidance and direction in the way our social care services are identified and delivered for those with SEN, disabled children, young people 0-25. This role will have oversight of the identification of need through the EHC Needs Assessment and EHC Plan process.   
  
The role will directly inform and influence the direction of wider SEND services through intelligence and insight as well  
as drive forward the preparation for adulthood agenda.  
  
The role will require leadership along with in-depth knowledge and understanding of both social care operations and the SEND reforms agenda. Identifying areas where social care is weak or non-compliant with the SEND Code of Practice, this role will provide the opportunity to generate solutions and implement strategies and plans to make improvements. The role will align these improvements to social care’s operational and business plans and statutory obligations.  
  
Key to success will be the ability of this leader to negotiate with and influence others. Build and nurture effective partnerships, working collaboratively with a wide range of stakeholders across the local authority and exploiting opportunities for co-production.  
  
The role will act as the regional and national interface, representing Local Authority social care at key regional and national events. They will be a source of expert professional advice on SEND reforms relating to social care within the county.

Reporting Relationships

Responsible to: Head of District Strategy and Delivery

Responsible for: N/A

Key Accountabilities:

1. Develop strategies, action plans and processes which support and enable the SEND reforms agenda to become embedded within social care operations and practice. Contributing to and influencing SEND organisational design and assisting in the development of 0-25 Children & Young People with Disabilities Service and its policies.
2. Drive the Preparation for Adulthood agenda, working collaboratively to develop and deliver strategic plans and actions to ensure better outcomes for Young People.
3. Establish and lead a network of social care SEND 'champions' and link workers to support better collaborative working between relevant professionals, and quality contributions to EHC Needs Assessments and Plans.
4. Facilitate and oversee the implementation of the SEND agenda within social care through this network, and gathering insight and intelligence from them and other groups such as the parent carer forum to inform future planning.
5. Develop social care aspects of the Local Offer that provide relevant advice and information and meet all legislative requirements.
6. Analysing complex and varied work strands across functions, services and agencies to identify and exploit opportunities for co-production and integrated working between social care, health and education to progress SEND reforms agenda.
7. Work collaboratively with social care leadership team to ensure social care meet their statutory responsibilities under the Children & Families Act (2014) and Care Act (2014)
8. Constructively challenge practice, systems, processes and protocols to enhance SEND reform compliance and driving forward organisational change aligned to the reform as part of this collaboration.
9. Frame social care elements of the local authority’s self-evaluation process to ensure readiness for SEND Ofsted & CQC Inspections.
10. Contribute, and coordinate or lead as appropriate, in varied multi-stakeholder projects and work streams. Themes include: participation and engagement, person-centred approaches, joint working initiatives, outcomes frameworks, operational function design, IT systems connectivity, EHC processes, quality assurance, joint commissioning, Early Years, Preparing for Adulthood and. the Local Offer
11. Contribute to social care workforce development by formulating a programme of blended learning/training relating to the SEND reforms across varied audience profile and functions.

Other Information

This post is designated as a casual car user.

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

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

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| **Minimum Criteria for Disability Confident Scheme \*** | **Criteria** | **Measured by** |
| **employer_smallemployer_small**  **employer_small** | **Qualifications/Professional membership**   * Educated to degree level with a Professional social work qualification or equivalent professional experience · * Management qualification/equivalent experience * Registration with Social Work England (SWE) | A  A  A |
| **employer_small**  **employer_small** | **Knowledge and Experience**   * Diverse post qualification practice experience in Children and Families. * Substantial experience of effectively managing social care services for children and families. * Experience of providing high quality services to children, young people and their families in a local authority, including policy development, operational planning and * managing change * Knowledge, understanding and practice in relation to the implementation of SEND legislation, particularly within social care. * Experience of successful working with a wide range of stakeholders including children and young * people, parents and carers, and those within social care, education and health (including the voluntary sector). * Successful experience of implementing organisational change by identifying issues/barriers, generating solutions, and planning and developing how these will be implemented in a cross-function, cross-organisation environment * Extensive knowledge of a range of relevant theories, research, serious case review findings and models of social work interventions and how these can be * integrated into service delivery to enhance outcomes for children. * Significant knowledge of the factors and influences which can impact on children achieving positive outcomes including. This can include child development, attachment and neglect, learning difficulties and disabilities, parental factors such as substance misuse * domestic abuse and mental health and own learning difficulties and or disabilities. * Knowledge of relevant political, legal, operational, commercial and social aspects of Children’s Services and how that relates to SEND operation. * Experience in demonstrating collaborative working to produce and contribute to training * and induction on EHCP matters for all social care and early help staff. * Extensive specialist knowledge of services for the relevant client group. | All A/I |
| **employer_small** | **Skills**   * Effective verbal and written communication skills * Proven leadership qualities and the ability to inspire and motivate. * Ability to ensure a learning culture of reflective practice. * Ability to work under pressure and meet competing deadlines * Supportive and committed to their own personal and professional development and that of others. * High level of self motivation and self management skills. * Appraisal of risk and ability to prioritise and delegate work effectively | All A/I |

employer_small\*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