

Job title: Deputy District Lead

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 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

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

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 we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes

Reporting Relationships

Responsible to: District Lead

Responsible for: Family Practitioner Leads including Early Help and SEND & Education, Education Inclusion Officers

Deputising for the District Lead in their absence (with the exception of LGM)

Key Accountabilities:

1. Leading on the delivery of the statutory responsibilities of the Authority relating to SEND and Education, Early Help, children's safeguarding (in the broadest sense), Children in Care and Care Leavers and Children with Disabilities 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 professional leadership, motivation, and direction to a team of family practitioners leads to ensure that the service provided is effective and meets the needs of children, young people and their families. Providing Social Care Team Managers with casework direction, support and challenge, preventing escalation to the District Lead
3. To have operational responsibility for the family safeguarding model for early help and child in need ensuring services are delivered to children and their families at the lowest level of intervention

4. To ensure robust oversight for Child Exploitation (CE) within a double district, take the lead on chairing MACE panels and complex strategy discussions (including but not limited to CE).
5. To have responsibility for district performance , ensuring there is an outcome-based model of performance which is informed by best practice, lessons learned, rapid reviews and the use of appropriate data.
6. Work closely with the District Leads to ensure that effective professional practice and supervision is delivered throughout the Districts. This will include ensuring robust planning has been progressed prior to children being the subject of Legal Gateway Meetings and ensuring effective and timely Public Law Outline planning for all children as part of their quality assurance role.
7. Supporting the identification, embed service improvements through audits and quality assurance, identifying training, benchmarking and the interpretation and dissemination of legislation
8. Investigate and respond to grievances, and disciplinary investigations, and alongside Team Managers respond to complaints, MP enquiries and complex case enquiries e.g. involvement in serious case reviews/learning reviews where appropriate.
9. As part of the Place Based Approach initiate, develop, and maintain effective and positive partnerships across the district to ensure an appropriate and coordinated approach to supporting children, young people and their families, ensuring that they get the right support, at the right time, avoiding duplication and delay. Maintain, develop and contribute to internal, local, regional, national and multi-agency partnerships to influence, support and maintain best practice
10. To support the District Lead with operational information, support with business / team plans ensuring they are aligned to the corporate strategy, strategic delivery plan and informed by national standards and therefore meets the needs of the district.
11. To work collaboratively with commissioning colleagues to identify gaps in support to enable the effective commissioning of provision within the district.

12. Undertake any other reasonable duties commensurate with the grade and nature of the post including Deputising for the District Lead.

Professional Accountabilities:

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

Anti Discriminatory Practice

Ensuring that all work is completed with a commitment to equality and anti discriminatory practice, as a minimum to standards required by legislation.

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 (SWE) 	<p>A/I A/I A/I A/I</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Substantial post qualifying experience of working in statutory social work services for children and families Substantial experience of effectively managing social work services for children and families. A comprehensive knowledge and understanding of Early Help and SEND Experience of managing investigations and complaints Substantial supervisory experience and knowledge of relevant HR guidance and procedure relating to people management. Proven ability to quickly build and manage strong credible partnership relationships. Ability to lead service change and improvements. Experience of being able to lead, manage and motivate a high performing team. Experience in managing budgets effectively. Detailed knowledge, understanding of primary legislation and statutory guidance and translation into policy and procedures, and the development of such, in relation to the care and protection of children, safeguarding looked after children and SEND. Experience of making sound judgements including risk assessments based on analysis of the relevant facts in a crisis situation. 	<p>A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I</p>

	<ul style="list-style-type: none"> • Knowledge and experience of supporting children through care proceedings 	<p>A/I</p> <p>A/I</p> <p>A/I</p>
	<p>Skills</p> <ul style="list-style-type: none"> • Proven leadership qualities and the ability to inspire and motivate. • Effective verbal and written communication skills • 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 <p>***This job requires an enhanced DBS clearance*** ***This post is designated as a casual car user ***</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



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