Child Exploitation Manager

Grade 12

Our Vision

We have a clear vision for Staffordshire - 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

Insight has evidenced that Staffordshire is a great place to live. Most families are happy, safe and have loving homes, however there are some families who face challenges that mean they cannot thrive in the way they want to. We are committed to developing a system and a way of working that will enable Staffordshire’s children to thrive within their own families and communities by addressing the root causes of difficulties for the whole family at the earliest point.

We aim to:

1. Maximise the achievement of better outcomes for families in Staffordshire using all available resources, effectively and efficiently.
2. Support safer, healthier, thriving children whose needs are met within their families and communities where it is safe to do so, reducing the need for higher cost, complex interventions.
3. Provide high quality statutory Children’s Service (Staffordshire County Council’s children’s services are currently rated as “Good” by Ofsted) that only works with those children and families who require this specialist level of intervention.

Our commissioning is focused upon reducing demand. We recognise that our commissioning must be evidenced based and future focused. Whilst the service within the cusp of statutory care is dealing with the issues that are presenting today we expect to commission services, relationships and practice smartly to prevent those issues presenting in the future.

**Futures Matter**

Within Families & Communities, Futures Matter is an integral part of the Early Help & Specialist Safeguarding Delivery Service, with the Head of Service reporting directly to the Assistant Director, Children’s Social Care, who provides management oversight.

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.

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: Head of Futures Matter

Responsible for: Senior Practitioners, Missing Process Officer and links with any commissioned service to support functions of Futures Matter

About the role:

The role will provide technical expertise and work across the Children and Families System, with partners to ensure there is a co-ordinated understanding and response to the needs of those children who are at risk from exploitation and criminal activity who require support to remain safe and prosper within their families and their wider communities.

The role will be responsible for the leadership, management, supervision and performance of a designated range of functions within Futures Matter which provide targeted interventions to improve life changes for this group of children.

The role will be an advocate for preventing entry into care whenever possible and where care is required, the role will be a key to ensuring that time within care is as limited as possible.

The role will support the delivery of Families and Communities performance in relation to inspection and successful delivery against the local and national performance indicators in relation to the interventions delivered by Futures Matter.

Key Accountabilities:

1. Supervise, offer advice, guidance, and personal development of Child Exploitation Coordinators.
2. Provide technical expertise and oversight for those children who are at risk of child exploitation and offending, through the development of proactive and collaborative partnership working to prevent escalation and to support children and their families to remain together where it is assessed as safe to do so.
3. Provide appropriate advice, guidance and support to District Leads and other professionals working in the district and through the provision of technical expertise, challenge and scrutiny to identify appropriate solutions.
4. Be an advocate and champion for the voice of children at risk of exploitation, entering care and offending, ensuring that their needs are visible and understood. Offering high support and high challenge to address inequalities across the Children’s System and ensuring appropriate engagement in forums to influence and shape the Children and Families agenda.
5. As a convenor draw upon other professional expertise and commissioned contracts to support targeted interventions which enable children and their families to remain together, and with District Leads, partners and commissioners address any gaps in provision to inform commissioning intentions.
6. Lead and motivate operational managers and their staff teams to ensure high quality response and support across the Children and Families System for children on the cusp of care, offending and at risk of child exploitation, to ensure that the needs and aspirations of these children are identified and met.
7. Work collaboratively with in-house residential provision and fostering to ensure that there are robust arrangements in place to support children to remain at home with packages of short breaks. Where children need a short period of accommodation ensure that effective systems are in place to support the transition back home and a step-down arrangement from residential care into fostering.
8. Ensure all interventions are underpinned by a solution-focused, evidence-based methodology, ensuring appropriate data collection and analysis to inform practice and performance which are outcome-driven.
9. Have strong links with the MACE panels in the districts through the management of a child exploitation worker, data process officer for missing and close liaison with commissioned contracts who also support this function.
10. Deliver services within agreed budgets and establish mechanisms to monitor, manage and make decisions based on budget pressures and identify and efficiencies.
11. Be available to work out of hours on an occasional basis, evenings and weekends.
12. Carry out other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post including deputising and representing the senior manager as required.

**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**   * Relevant Degree level qualification or equivalent. * Registration with Social Work England or relevant professional qualification in a discipline related to the Youth Offending Service. * Relevant management qualification and/or evidence of relevant management training. | A  A  A |
| **employer_smallemployer_small** | **Knowledge and Experience**   * Substantial experience of working in a first line management role in a multi-agency environment. * Proven track record in professional management experience, working at a strategic level. * Substantial supervisory and management experience and knowledge of relevant HR guidance and procedures relating to people management. * Experience in managing investigations and complaints. * Demonstrable experience of successfully leading, managing and motivating a high performing team. * Proven ability to embrace innovative practices and developments, lead change and change culture and pilot new initiatives. * Substantial understanding of the needs and other vulnerabilities facing children and families, particularly in relation to exploitation and those children on the cusp of criminality. * Experience in budget management. * Sound knowledge of policy and procedures in relation to the care and protection of children and early intervention. * Knowledge and understanding of appropriate legislation such as The Children Act 1999, 2004 and Youth Justice Framework. * Ability to make sound judgements and hold risk   appropriately based on analysis of the relevant facts in planned and unplanned circumstances. | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small**  **employer_small**  **employer_small** | **Skills**   * High level risk management skills, including health and safety, safeguarding and management of serious harm. * Proven leadership qualities and the ability to inspire and motivate. * High level analytical, presentation and communication skills. * Strong interpersonal skills with a proven ability to develop and sustaining effective relationships that generate credibility and trust. * Strategic thinker, able to influence with excellent negotiating and advocacy skills. * Knowledge of systems and processes to facilitate improvement in service quality and performance. * Ability to work under pressure in potentially stressful situations and meet competing deadlines. * Promote a restorative culture in the Service which supports manager and staff to achieve positive outcomes for children. * Ability and experience of using IT systems. * Ability to travel to various locations as required, both within Staffordshire and outside of the County (Special arrangements can apply for people with disabilities) * This post is designated as a casual car user. | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  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 **Shared Services on 01905 947446**

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