

Job Title Education Welfare Lead
Grade 11

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, 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.

About Attendance and Inclusion

In Staffordshire we want our children to have the best opportunities to be successful in education, through being supported by people who have high aspirations for them at all stages of their education.

We want our young people to have a good education experience, in great settings where they understand the impact and potential barriers to attending and achieving in education due to the life experiences that our children may have had. As a team we work closely with our partners to ensure that they understand and support us in our role to address the barriers to education and promote a positive culture towards attendance and attainment.

The services are guided by statutory and non-statutory guidance to promote the attainment and progress of our children.

Reporting Relationships

Responsible to: Deputy Head of Attendance and Inclusion

Responsible for: Education Welfare Officer

Key Accountabilities:

- In partnership with the appropriate central leads and functions, manage the work and statutory requirements of the Education Welfare Officers dependant on the requests from Staffordshire Schools and in the best interest of Staffordshire children and families.
- Undertake the lead role within the team for the accuracy, consistency coordination of services delivered by Education Welfare Officers who deliver a statutory role. This is to ensure that all processes followed are within guidance and legal obligations.
- Providing the line management and reflective supervision to individual workers across the team including group reflection to support a high performing team culture.

- As part of the management team ensure that the voice of this team is championed through strategic discussions and that resources are allocated according to need.
- To work in close partnership with Staffordshire Schools supporting interventions for children, their families and carers to maintain positive relationships, promote stability through regular school attendance and achieve good outcomes for children.
- To ensure that schools, supporting children and families who require services, are responded to in a timely and efficient manner to ensure the best quality of service.
- To supervise and support Education Welfare Officers to effectively manage statutory involvements within a consistent and quality assured framework.
- To ensure all Education Welfare Officer's interventions comply with legal, ethical and best practice frameworks and are underpinned by national research to deliver good outcomes for children and their families. They must be evidenced based and in the public interest to pursue.
- As directed and supported by the Deputy Head of Attendance and Inclusion, work effectively across the eight districts of Staffordshire ensuring that children and families get the right support, at the right time from the right professionals.
- To escalate specific practice matters, areas for improvement and innovation to the Deputy Head of Attendance and Inclusion.
- To effectively monitor budgets consistent with the scheme of delegation and ensure that team resources are managed efficiently to deliver the requirements of the service. This includes recruitment responsibilities, assessing for section 19 provision and advising on the administering of penalty notices and court submissions.
- Undertake schools visit and attend court to fulfil the statutory responsibility of the role.
- To ensure quality assurance processes are in place and adhered to in line with relevant policies, procedure and quality assurance frameworks.

Other Information

This post is designated as a casual user.

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

This post has no political restrictions.

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
	Qualifications/Professional membership <ul style="list-style-type: none"> Degree in an appropriate discipline or a professional qualification at an equivalent level (such as social work or teaching) or equivalent experience Evidence of taking personal responsibility for continued professional development 	A A
 	Knowledge and Experience <ul style="list-style-type: none"> Significant experience in a children's and families setting Experience of supervisory and line management responsibilities and demonstrate this this has been successful. Significant successful experience of working effectively in a multi-disciplinary environment and with schools Experience of purposeful and effective direct work with children, young people and families Experience of contributing to the quality assurance of services against planned outcomes Knowledge of current legislation and directives concerning social care, early help, safeguarding and services for children and young people, SEND and vulnerable learners and education. Knowledge of child development and family dynamics including the needs of young people in education, social care and health Knowledge of the impact of poor school attendance, mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how this impacts families 	A A/I A/I A A/I A/I A/I A/I
	Skills <ul style="list-style-type: none"> Ability to effectively communicate clearly and precisely in the most appropriate way 	I

	<ul style="list-style-type: none"> • Ability to write accurate records and reports • Ability to effectively collaborate with a range of internal and external colleagues from a variety of sectors, including private, voluntary, public sector, education, health, social care, criminal justice and advisory services 	<p>A A/I</p>
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*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. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

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