SSCB Training Officer

Grade 8

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

The Staffordshire Safeguarding Children Board (SSCB) is a statutory multi-agency partnership arrangement that operates under statutory guidance Working Together to Keep Children Safe and in which safeguarding practice can develop and prosper across the partnership, with a culture of collaboration, integrity, and compassion; promoting the development and wellbeing of children, young people and their families; and protecting them from neglect and abuse. It is responsible for ensuring the safeguarding arrangements for children in Staffordshire is effective and includes the implementation of local and national learning including from serious incidents. The SSCB is committed to achieving good outcomes for children and families.

Reporting Relationships

Responsible to: SSCB Children and Families Partnership Boards Manager

Responsible for: SSCB Workforce Coordinator

The role holder will have specific responsibility for leading and coordinating Staffordshire Safeguarding Children Board (SSCB) activities connected to developing and improving safeguarding and child protection practice across all partner agencies, including their relevant partners.

This is a challenging role working across varied organisations with responsibility for promoting relationships between the Board, partner agencies and other organisations within a complex multi-agency environment.

**Additional Information:** This role is situated in the Staffordshire Safeguarding Children Board (SSCB) Business Support Team. The SSCB is an independent organisation hosted by Staffordshire County Council with responsibilities to coordinate the work of local agencies to safeguard and promote the welfare of children and to ensure the effectiveness of that work.

Key Accountabilities:

1. Develop and maintain and review the SSCB training plan in response to local need and national requirements ensuring implementation of a countywide learning and development programme for all partner agencies that reflects the learning from performance information, local child safeguarding practice reviews and other single and multi-agency learning reviews.
2. Coach, manage and develop team members (Workforce coordinators) ensuring they are fully aligned and focused on delivering priorities and continuous improvement.
3. Manage the delivery of the SSCB training plan through a mix of direct delivery of multi-agency events, commissioned trainers and local multi-agency partner input.
4. Overseeing the day-to-day aspects of the training budget whilst monitoring the adherence to and quality of commissioned external training providers, maintaining strong relationships with partners and providers.
5. Lead in working with partnership development leads across the county to develop local responses to child protection and safeguarding in relation to learning and development needs, this will extend to the expansion of relationships with external training providers.
6. Contribute to other aspects of the Board work such as those designed to develop and enhance the understanding and practice of safeguarding and child protection across the county.
7. Develop and maintain links with Local Safeguarding Children Partnerships/Boards and relevant strategic partnership organisations, maintaining up to date knowledge and understanding on local and national developments in the child protection/safeguarding agenda and ensure these are reflected in SSCB output.
8. Represent the Board on relevant stakeholder groups, forums, and other strategic partnerships, providing active input to these.
9. Undertake activity aimed at improving safeguarding practice within partner agencies and relevant partners for example, in response to or in preparation for peer assessment and multi-agency audits.  
   Establish, develop and maintain supportive relationships with the business team by attending regular team meetings, supervision, and development sessions, including participating in relevant training courses.
10. Any other duties and responsibilities within the scope and purpose of the job and grade as may be required including deputising for the SSCB Business Manager as and when 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

|  |  |  |
| --- | --- | --- |
| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**   * A recognised training qualification or significant experience in education, training, and development. * Degree or equivalent level qualification or experience in an appropriate discipline. | A/I  A/I |
| **employer_small** | **Knowledge and Experience**   * Demonstrable experience of delivering direct training and learning, coaching, and assessing * Detailed knowledge of the multi-agency child protection and safeguarding environment including the Local Multi-Agency Safeguarding Arrangements, relevant legislation, statutory and non-statutory guidance, accepted best practice, current research and of learning from local and national Child Safeguarding Practice Reviews and other multi-agency reviews. * Experience of working in child protection and / or safeguarding children in social care, health, education, policing or an associated profession with knowledge of the skills and training required by the children’s workforce in relation to safeguarding at all levels. * Experience of delivering and commissioning training strategies and plans. * Experience of developing and implementing quality assurance processes such as audits and / or self-evaluation tools in relation to training and / or other activities. * Experience of delivering a blend of virtual and face-to-face sessions * Demonstrable experience of leading and embedding learning and improvement and challenging the quality of multi-agency practice * Ability and experience of working collaboratively with a range of colleagues from a variety of sectors, including private, voluntary, public sector, education, health, social care criminal justice and advisory services in developing an integrated workforce development offer. | A/I/P  A/I  A/I/P  A/I/P  A/I/P  A/I/P  A/I  A/I |
| **employer_small** | **Skills**   * Proven ability to understand and respond to the financial requirements that support the training function and operate in line with relevant regulations and policies. * Effective interpersonal, written, and verbal communication skills including experience of presenting to large groups, of producing useable summaries of complex information. * Extensive experience of networking to forge productive multi agency relationships. * Ability to achieve a high level of credibility as a source of professional expertise and guidance with managers from a range of partner agencies; confident in providing advice and leading learning activities. * Ability to manage a diverse work agenda incorporating conflicting and strict deadlines. * Must be required to have a clear understanding and commitment to equality, diversity and inclusion matters and to promote anti-discriminatory practices and behaviours.   The permanent workplace is a County Council office, although the employee may work a fixed part of the week from home. However, the job role will require you to be mobile throughout the county. Therefore, the post holder will need to have a driving licence and access to a vehicle, or the ability to meet the mobility requirements of the role through other means.  This post is designated as a casual car user. | A/I  A/I  A/I  A/I  A/I  A/I/P |

**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