**Job Description** 

**Job Title:** Team Manager: Child Protection

**Salary Grade:** Grade 10

**SCP:** 48 - 52

**Job Family:** People Care

**Job Profile:** PC 6 plus WC conditions factors and market supplement

**Directorate:** Children’s Services

**Job Ref No:**

**Work Environment:** Locality Teams

**Reports to:** Service Manager

**Number of Reports:** Advanced Practitioners, Social Workers AYSE Social workers and Social Work Assistants

Your normal place of work will be within the Locality Teams, but you may be required to work at any Company recognised workplace.

This position requires an Enhanced Disclosure and Barring Service (DBS) Check.

**Purpose:**

To represent, organise and manage child protection within a locality to deliver services efficiently, to standard and within budget.

To work in accordance with established policies and procedures of Together for Children and Sunderland Safeguarding Board.

**Key Responsibilities:**

To manage a team within the locality area that holds responsibility for Child in Need, Child Protection, Children Looked After and Care Proceedings.

To ensure the effective delivery and monitoring of quality assurance and performance across the team.

To ensure compliance with national minimum standards and the achievement of national and local performance indicators.

To plan and control delegated budget for the specific service area.

To manage and authorise deployment of employees within the service area.

To manage the training and development requirements of staff within the service area.

To make decisions as required on complex cases, to allocate cases to the appropriate skilled worker

To conduct, monitor and support investigations in especially complex or high risk cases.

To contribute towards the development and delivery of the service plan

To monitor and review third party services received against that stated within Service Level Agreements.

To liaise with external agencies/bodies in relation to the service delivery within the service area and to share information within required protocols.

To raise and address via the relevant procedures issues of poor practice and performance.

To promote mechanisms to seek out, listen to and respond to the views and ideas of managers, employees, partners and other stakeholders (particularly children and young people and their families) in order to ensure services are relevant, responsive and focused on meeting identified needs.

To keep abreast of changing contexts at local and national level, and take account of these in social work practice.

To champion diversity and equality in all aspects of service delivery, demonstrate confident application of ethical reasoning to professional practices.

To work within the Company’s professional policy and procedures and code of conduct.

Where appropriate assess and escalate requirements for premises alterations and maintenance.

**Statutory Requirements**

In line with the Together for Children’s Statutory Requirements, all employees should:

Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland’s records and information, and respect the privacy of personal information held by Together for Children Sunderland

Comply with the principles and requirements of the Freedom in Information Act 2000

Comply with the Together for Children Sunderland’s information security standards, and requirements for the management and handling of information

Maintain relevant professional registration e.g. HCPC

Use information only for authorised purposes.

**Author**: Mandy Helm and Tracy Jelfs

**Date**: January 2019



**Person Specification**

**Job Title: Team Manager: Child Protection**

**Service: Child Protection and Locality**

**Role Profile reference: PC7**

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| **Essential Requirements**  |
| **Qualifications:*** Educated to degree level with appropriate professional qualification:

 Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW)* Current HCPC Registration and enhanced DBS clearance;
* Evidence of continuous professional development;
* Current driving licence and access to a car, or means to mobility support.
 | Application form Interview |
| **Experience of :*** Applying in practice the principles of child care legislation, policies and procedures
* Applying critical reflection and analysis to cases
* Undertaking child protection investigations and assessments of need
* Ensuring the delivery of service plans
* Managing an allocated caseload; planning and organising workload to meet statutory timescales and local policy
* Provide professional social work support develop effective relationships and manage conflict
* Strive to influence, develop and change the motivation and behaviour of people to achieve the best outcomes for children.
 | Application form Interview |
| **Knowledge and understanding of:*** Strong analytical and planning skills for assessing, and reviewing children and young people’s needs and planning packages of social are across a range of cases; able to record and explain professional reasoning judgements, and decision making;
* Applying a range of interventions with children, young people and their families;
* Demonstrable knowledge and understanding of Children Act 1989 and 2004; including awareness of current national policy drivers effecting children’s social care, and new evidence based research;
* Theory and practice of care assessment, planning, relevant legislation and its application.
* Commitment to Equal opportunities
 | Interview |
| **Ability to:*** Demonstrate commitment to the protection and safeguarding of children and young people at risk of abuse;
* Share information, obtain information and have dialogue with others, either in writing, in person or over the telephone.
* Effectively engage with a range of individuals including children, parents and carers, other professionals and colleagues.
* Collate and use information to generate positive performance within the team

high performance at case and team level.* Apply knowledge of legislation, research and policy to the practice of social work with children and families.
* Identify indicators of risk and resilience and carry out effective risk assessment.

 Present and disseminate information to support learning and development for social care staff and staff from partner agencies. Effectively chair and manage meetings.* Effective IT skills to write reports and assessments, record information or input data.
* Establish direction and influence others towards shared goals and empower, inspire and motivate individuals. Model the social work role, promote social work and decision making within and outside the organisation.

 Be self-motivated, resilient and committed to excellent social work practice. Take ownership and responsibility arising from ownand others’ case work appropriate to the level of the post.* To work flexibly to meet the needs of the service
* Manage budgets;
* Take a long-term view, sets goals, and evaluate the impact of ideas and policy decisions; including creative thinking skills with the ability to improve services develop new ways of working, and find appropriate solutions to complex issues
* Contribute to the wider service development for Together for Children, including participation in relevant working groups
 | Application form/Interview  |

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