**Job Description** 

**Job Title:** Team Manager: LAC, Permanence Team

**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:** Children Looked After and Permanence Team

**Reports to:** Service Manager

**Number of Reports:** Assistant Team Managers, Social Workers, ASYE Social workers and Child and Family workers

Your normal place of work will be at Sandhill Centre located in Grindon but you may be required to work at any Together for Children recognised workplace.

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

**Purpose:**

To deliver an efficient and effective quality Service for children and young people Looked After .To ensure that children and Young people have a plan of permanence that meets their needs.

To work in accordance with established policies and procedures and legal frameworks.

**Key Responsibilities:**

To manage a team to deliver effective and timely support and intervention to young people in accordance with assessed need, relevant legislation, guidance and research.

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 contribute to the delivery of strategy and planning across the Adoption/Permanence service.

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

To manager and authorise deployment of employees within the Permanence service area.

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

To determine how to manage complex cases, assign to team staff and monitor the case progress.

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

To contribute towards the development of service planning.

To provide a welcoming, accessible and safe environment for children and young people.

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 Safeguarding area and Permanence and to share information.

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

To raise and address (where appropriate) issues of poor practice and performance, internally the organisation, and then independently if required.

To ensure effective and timely communication within and across the Permanence service area so that key messages are conveyed to employees, partners, suppliers and other stakeholders in a consistent way.

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

To engage in and promote effective networking at local, regional and national levels to ensure that services are responsive to national developments and leading practice.

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

To take an active role in inter-professional and inter-agency working building own professional network and collaborative working across other organisations.

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

To work within the Together for Children’s professional policy and procedures and code of conduct.

**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;

Use information only for authorised purposes.

**Author**: Sheila Lough

**Date**: February 2019



**Person Specification**

**Job Title: Team Manager: Looked After, Adoption and Permanence**

**Service: Social Care**

**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;
* 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 relating to child protection and the provision of services to children in need;
* Applying critical reflection and analysis to increasingly complex cases;
* Undertaking child protection investigations and assessments of the needs; assessment and appropriate management of risk;
* Ensuring the delivery of agreed programme;
* Managing an allocated caseload; planning and organising workload to meet statutory timescales and local policy, respond appropriately and independently (as appropriate) to unanticipated problems;
* Direct professional social work to child and their families;
* Provide professional social work support develop effective relationships and manage conflict
* Influence develop and change the motivation and behaviour of people to achieve objectives.
* Ensuring that Together for Children meets its statutory duties, obligations and ambitions in respect of children and young people who are looked after and/or leaving care.
* To ensure the team/service is able to deliver effectively and timely support and intervention to young people leaving care in accordance with assessed needs, relevant legislation, guidance and research.
 | 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 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.
* Knowledge and understanding of strategic planning for care leavers and the ability to demonstrate this in practice if required.
* A thorough working knowledge of the legislation relating to children looked after and young people leaving care.
* Experience of transition planning for children looked after and young people with complex needs.
 | 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.
* Amalgamate and use information to generate

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.* Effectively use a PC to write reports/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.* Lead by example and promote excellence.
* The ability to work outside of normal working hours 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;
* Establish direction, influence others towards shared goals and empower, inspire and motivate individuals.
 | Application form/Interview  |
| Commitment to Equal opportunities  | Interview |

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