

Company Profile

Established in 2017, Together for Children is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our workforce is AMAZING with a passion for improving the life chances of children and young people. We all strive to make a difference, irrespective of our work vocation or specialism.

Reporting to:

Service Manager

Direct Reports:

Assistant Team Manager, Social Workers, ASYE Social Workers, Child and Family Workers

Location:

Sandhill Centre, Grindon Lane, Sunderland, SR3 4EN

Pre-Birth Team Manager – Grade 10

Service Directorate

Social Care

Purpose

- To manage and supervise a team of social workers with the support of an assistant team manager within the Pre-Birth team. You will be responsible for the operational management of the Pre- Birth and Post Birth work across Sunderland to deliver services efficiently, to standard and within budget. Assisting social workers to deliver support and intervention to children and families ensuring their safety and wellbeing.

Responsibilities

- Manage a team of social workers within the Pre-Birth team undertaking Pre and Post Birth Child and Family Assessments. This role involves managing the team within the city that holds responsibility for Pre and Post birth; Child in Need, Child Protection, Cared for Children and Care Proceedings and implementing the Pre and Post birth procedures.
- Ensure the effective delivery and monitoring of quality assurance and performance across the team.
- Ensure compliance with national minimum standards and the achievement of national and local performance indicators.
- Contribute to the delivery of strategy and planning across the child protection service.
- Plan and control delegated budget for the specific child protection service area.
- Manage the training and development requirements of staff within the child protection service area.
- Determine how to manage complex situations for families, assign to team staff and monitor progress.
- Conduct, monitor and support investigations in especially complex or high risk situations.

Statutory Requirements

- 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 and the NHS ICB information security standards, and requirements for the management and handling of information.
- Undertake the duties of the post in accordance with the Company's Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies.



Responsibilities

- Responsible for ensuring relevant risk assessments are in place and health and safety policies are understood and followed within the team.
- Engage in and promote effective networking at local, regional and national levels to ensure that services are responsive to national developments and leading practice.
- Keep abreast of changing contexts at local and national level, and take account of these in social work practice.
- Take an active role in working in partnership with other agencies, ensuring appropriate information sharing and joint decision making around children and young people.
- Champion diversity and equality in all aspects of service delivery, demonstrate confident application of ethical reasoning to professional practices.
- Work within the Company's professional policy and procedures and code of conduct.



Role Specification

Essential Requirements	
<p>Qualifications:</p> <ul style="list-style-type: none"> Educated to degree level with appropriate professional qualification: Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW) Current Social Work England Registration; Current driving licence and access to a car, or means to mobility support. 	Application Form
<ul style="list-style-type: none"> Evidence of continuous professional development 	Interview
<p>Experience of:</p> <ul style="list-style-type: none"> 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. The supervision and guidance of social work staff. Managing team performance to meet the requirements of the Practice Standards. 	Application Form Interview
<p>Knowledge and understanding of:</p> <ul style="list-style-type: none"> Strong analytical and planning skills for assessing, and reviewing children and young people's needs and planning packages of social care 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 affecting children's social care, and new evidence based research; 	Application Form Interview

Role Specification

<p>Knowledge and understanding of:</p> <ul style="list-style-type: none"> • Theory and practice of care assessment, planning, relevant legislation and its application 	<p>Application Form Interview</p>
<p>Ability to:</p> <ul style="list-style-type: none"> • 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 own and 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. 	<p>Application Form Interview</p>
<p>Commitment to Equal opportunities</p>	<p>Interview</p>