

Job Family:	Delivery – Front Line – Professional knowledge	Grade:	9
Job Title:	Anti Racist Practice Lead	Directorate:	People
Date:	24th August 2020	Version:	1:1

Brief Description of job role and department

- To lead practice improvement across Children's Social Care to create change for families with a specific lead for anti-racist practice.
- To lead and advise senior management in Children's Social Care and the wider People Directorate on how to achieve good governance and compliance on equality, diversity and inclusion legislation and adopt anti-oppressive practice initiatives to better support families and staff.
- To undertake needs assessments and identify potential diversity and inclusion gaps/barriers amongst people, processes and systems and consider developments that would reduce disproportionality, marginalisation and exclusion.
- To support the wider Children's partnership to adopt anti-oppressive practice approaches.
- To work with HR colleagues to support culture change initiatives within the wider Council.

Representative accountabilities

- Deliver complex service activities and manage caseloads to ensure intended outcomes for customers and the Council are delivered within agreed service standards.
- Liaise with customers to review service requirements and resolve problems.
- Lead on the development of specific policies and procedures to contribute to the continuous improvement in their own work area.
- Where relevant coordinate the work of a team, either formally or as part of a project to ensure individual and team objectives are delivered.
- Keep up to date with changes in relevant policy and legislation to ensure delivery in their own work area is effective and complies with appropriate regulations/statutory guidance.

Budgetary accountabilities

- None specific to this role but to be aware of budgetary demands on the service.

Specific accountabilities

As the Anti-Racist Practice Lead you'll be responsible for:

- Contributing to the development of effective strategies, policies and service plans within Children's Social Care and the wider Children's partnership by undertaking needs assessments, identifying gaps in service delivery and areas of challenge in practice and to develop project plans to address these.

- Preparing and presenting reports, recommendations, presentations as well as writing guidance and creating practice tools.
- Provide co-working, mentoring and consultation to social care practitioners, particularly in relation to anti-oppressive practice.
- To advise practitioners and senior management on equality and diversity legislation and the application of impact assessments to ensure the principles of equality are applied consistently throughout the service.
- Developing and maintaining up to date expertise in anti-oppressive practice, to be able to support the learning of practitioners in this area and to engage with local communities as part of this.
- Developing relationships with both internal and external partners to develop best practice and shared plans.
- Engage with community groups to enable greater understanding and knowledge of local resources and how they connect to frontline practice.
- Promoting and providing critical reflection in a range of settings, including facilitating workshops and delivery of training for social care practitioners, to embed reflective practice across systems and support alternative approaches to families.
- Supporting HR and corporate colleagues to develop and deliver a culture change programme that complements the organisational vision, values and behaviours.
- Raising awareness of equality issues within Sutton Council, partner organisations and the wider community.
- Representing Sutton Council at community events to increase engagement with under-represented groups and support community cohesion.
- Using restorative approaches to deal with any conflict within the community or the workplace.
- To work with the Learning and Development team to source, develop and deliver training programmes for both multi-agency and the People Directorate workforce.
- Keeping up to date to ensure that specialist knowledge includes key new developments in this practice area through ongoing research and using this to support the development of others.

Role Profile - Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Role Profile - Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of technical or professional skill and knowledge. Will

make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

Person specification (knowledge, skills, experience and behaviours required in the role)

- Educated to Degree level
- Detailed working knowledge of equality and diversity legislation.
- Knowledge of anti-oppressive practice and principles and experience of implementing these within an organisation.
- Detailed knowledge and experience of disadvantaged communities and of the issues that they experience in relation to marginalisation, disproportionality, prejudice and discrimination.
- Substantial post qualification experience; experience working in a local authority setting is desirable.
- Experience of researching and writing strategic documents and their supporting policies, practices and action plans.
- Experience in leading practice and service developments and working with senior managers to facilitate organisational change.
- Experience of coaching/mentoring and/or offering advice/consultation to others.
- Experience of developing and facilitating training and workshops.
- Ability to manage tasks, plan and prioritise within resource constraints
- Ability to work in partnership with colleagues, service users, carers and other agencies.
- Ability to use information to take critical decisions and manage risk.
- Good communication and interpersonal skills.
- Skills in community engagement.
- High level of influencing and negotiation skills, ability to manage and engage stakeholders, and ability to track progress, assessing impact as well as challenging management when necessary and appropriate.