



# Head of Safeguarding

Salary range: 53-56 | Based in Kingston and Richmond | Permanent | Full time

## About the service

Based in one of our two Cluster teams, the Safeguarding Teams work directly with children and families from children who have Child in Need and Child Protection status through to final hearings. This includes: Strategy discussion (open cases) Child Protection Conference Review; Child In Need Planning and Review and Permanency Planning. The team works on a range of legal options to support investigation and protection and accommodation; if required give evidence in court; using contingency planning to anticipate complexity and changing circumstances.

## About the role

The post holder will provide the operational management and leadership support across the service geographical areas supporting the Associate Director for Safeguarding and other Heads of Service. The post holder will be responsible for the overall management of:

- Safeguarding Team Leaders
- Senior Practitioners
- Social Workers

The role will ensure high levels of quality interventions, effective case management oversight, decision making and overall performance in the best interest to children, young people and their families. They will use AfC's social work practice model, Signs of Safety, agreed quality standards and operating procedures. The role will represent AfC at operational and strategic multi agency and other meetings as appropriate.

The post holder will lead on the team's professional development and have a strong understanding of the people's policies to maximise productivity, performance and achieve the best outcomes for children, young people and their families and our workforce's development. In all roles across AfC the post holders will be expected to develop and lead a culture of partnership and innovation, so that services are child focussed, flexible and adaptable. The whole organisation should learn from mistakes, share knowledge and challenge existing practice.

# About you: our role specification

## Qualifications

- Educated to degree level with a social work qualification
- A leadership and management qualification at level 5 or above
- Active Social Work England registration
- Evidence of continuing professional development relevant to the role

## Skills and experience

- Significant social work practice and experience of working on safeguarding cases, some of which are complex, including preparing for and presenting evidence in court
- Significant experience of permanency planning and supporting team leaders and practitioners to ensure thorough and thoughtful care planning for children
- Significant experience of managing practitioners and team leaders who deliver interventions with children, young people and their families with complex safeguarding issues
- Significant experience of managing people, performance and professional development to get the best out of the team
- Strong experience of positively engaging with vulnerable and high risk children, young people and families and of developing and implementing effective interventions in order to achieve sustainable outcomes
- Advanced experience of working within an integrated working environment
- Significant experience of effective recording, monitoring, evaluation and quality assurance of interventions using a wide range of tools and Management Information Systems
- Expert knowledge and awareness of risk management and safeguarding in the context of social care including legislation, policy and procedures related to responsibilities
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

## Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives
- Able to use a range of digital hardware or software to support your work effectively i.e. microsoft or Google software
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking
- Able to work flexibly and independently with limited management oversight
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills
- A commitment to champion and support embedding Signs of Safety (SoS) within the service

*\*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising for colleagues or working flexibly across the week/locations to meet the business demands. This job profile is provided for guidance only.*

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