



Cumberland Council

Post Specification

Date	July 2023
PG Number	7555
Post Title	Team Manager Support and Protection and Children Looked After & Leaving Care
Job Family	People Care and Development
Job Family Role Profile	PCD16
Final Grade	Grade 17

To be read in conjunction with the job family role profile

Service Area description

Children and Families Providing assessment, plan and review to child in need, child in need of protection, looked after children and those young people who have left care.

Purpose of this post

Providing assessment, planning and intervention services to children in need, children in need of protection, looked after children and those young people who have left care, working in partnership with colleagues from within the Council and other agencies

To work as part of an integrated leadership team in promoting outcomes for the children of Cumbria and enable them to be safe and reach their potential. You will ensure that there is clear, and timely management oversight of practice and effective decision making to meet the Council's responsibilities for children and young people.

To do this, you will manage and lead a team in providing assessment, planning and intervention services to children in need, children in need of protection, looked after children and those young people who have left care, working in collaboration with others colleague within the Council and external stakeholders. In line with the Council's plan, you will contribute and support the development of practice and specifically the professional development of the team you lead.

Key job specific accountabilities

1. To manage and coordinate work activities which incorporate service priorities at a district and county level and take required actions when necessary. A significant part of the work will involve overseeing and supporting staff in their practice to safeguard children in situations where there are (or have been) concerns about high levels of neglect, physical, emotional and sexual abuse. Managers will also be required to have the ability to analyse information quickly and apply appropriate thresholds. This will require managers to liaise and develop effective partnership arrangements to enable children and their family's needs to be met in a holistic way. There will be significant liaison required with partner agencies in the police, health, education, legal services and the third sector. Managers will be required to co-ordinate decisions around children's immediate safety and long-term permanence. Managers need to have a comprehensive understanding of a wide range of legislation and policies governing the statutory interventions provided to children and their families to ensure an effective and competent response.

2. Managers will be expected to contribute to the wider strategic response to safeguarding through membership on various strategic panels including MAPPA, MARAC, Early Help, MACE and Channel Panel. You will be representing Cumbria County Council within these meetings and expected to make decisions in line with policy and legislation to ensure the safety of children and the community. This will require decisions around emergency orders, human rights, decision leading to the deprivation of the right to family life (determining the level of contact a child has with a parent and where the child should live) and personal freedoms through the assessment of DOLS.
3. To be fiscally responsible with delegated budgetary responsibilities as well as making decisions on resource allocation. This includes having oversight and understanding of the use of such budgets and resources.
4. Social Work Team Managers will lead, motivate, nurture and manage a team of Social Workers, Personal advisors and family resilience workers that will include experienced staff and newly qualified workers. Managers will ensure the service provided is effective and delivering positive outcomes. They do so by managing performance and quality assurance, resources, and budgets. To oversee the development of staff and the quality of their practice through supervision and appraisals, devising staff development programmes (and quality assuring the delivery and effectiveness of such training), audits, practice observations and 1:1 support plans for staff. Managers will also have responsibility for addressing underperforming staff through formal and informal capabilities. Managers will be proficient in utilising both quantitative and qualitative performance data to improve and drive good practice. You will be accountable for your team's performance and outcomes will be scrutinised on a weekly, month and quarterly basis. You will provide be required to provide analytical rationale and commentary about the key performance indicators and the role will involve strategic duties which look at improving performance or practice across the locality or county. You will be part of striving practice changes, driving the implementation of Signs of Safety, taking a lead in policy changes and part of changing systems.
5. To meet statutory duties, staff will not be exempt from working with service users during a Pandemic and managers will have to support staff to manage a range of complex health and safety arrangements. Managers will also be responsible for the health and safety of staff during the working day and act appropriately. Staff will be located in various setting including being based at home and lone working. The identification of appropriate risk to staff and risk management will be needed.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • Co-ordination of resources via agreed management processes. • Delegated Authority for approval of expenditure below £100 or accumulative amount of £250 on Children in Need, under Section 17 of the Children Act 1989 and finance for care leavers
Staff Management Responsibilities	<ul style="list-style-type: none"> • Up to 6 Social Workers undertaking statutory functions and tasks. • Management of ASYE social workers and ensuring support arrangements are in place and adhered to. • Management of qualified and non-qualified staff include pathways worker and resilience workers and students.
Other	<ul style="list-style-type: none"> • None

Essential Criteria - Qualifications, knowledge, experience and expertise

- Management qualification (desirable)
- Social Worker Degree or equivalent
- Registered with the Health and Care Professions Council
- Understanding of the role and responsibilities of leadership and management.
- Understanding of relevant policies, statutory guidance and legislation relating to children in need, child protection, looked after children and care leavers.

- Comprehensive knowledge of legal and policy frameworks
- Comprehensive knowledge of the assessment and care management processes
- Experience of staff supervision and leadership
- Ability to effectively manage – and contribute to the development of existing - resources
- Commitment to partnership working and experience of working in statutory partnerships
- Relevant professional qualification in social work.
- Demonstrate significant understanding of relevant research evidence that highlights effective intervention with families.
- Experience in managing safeguarding and court processes.
- Experience of monitoring performance and addressing shortfalls.
- Developing services with the involvement of children, young people and their families.
- Experience of assessing the needs of children and their families, including those children in need, in need of protection, looked after or left care.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced – Children

Job working circumstances

Emotional Demands	<ul style="list-style-type: none"> • The emotional impact is significant we deal with seriously disadvantaged and/ or distressed individuals regularly and our job-related actions may cause genuine distress to others or in major conflict with their wishes regularly. • There will be significant and regular emotional demands within this job role. Managers will manage staff who frequently work with service users who are emotionally distressed. Many of the parents and carers our staff work with have experienced Adverse Childhood Experiences and as a result are often unable to regulate their emotions. Staff will also listen to children’s first-hand accounts of every type of abuse, for some staff this may be distressing and may need a high level of support and debriefing. Managers will also be directly meeting with services users on a frequent basis and hearing accounts first-hand. Managers will also need to support staff in removing children from parents including newborn babies and managers will need to oversee and support this. • Managers will be responsible for their staff and all staff within the office on duty days. Managers will be expected to manage staff anxiety and support them emotionally. There will be daily exposure to distressing situations either directly from service users or from staff who will be seeking support and direction for the disclosures of abuse that they have dealt with or distressing situations they have observed. • Managers and their staff will frequently be exposed to verbal aggression and threats from service users and will need to be able to be resilient within this to support staff and be able to have clarity and confidence within their decision making. <p>Managers will need to manage the procedures surrounding child deaths whether this be children known to them or not and attend rapid response meetings to discuss their knowledge and oversight. Managers will also need to account for their decision making within processes that follow and be prepared for targeted social media campaigns as well as from the established press.</p>
Physical Demands	Minimal
Working Conditions	<ul style="list-style-type: none"> • You will be working ‘On the Go’ and therefore will need to manage the emotional demands from home. • A high level of abusive behaviour where there is a significant potential for violence and on occasion deal with highly abusive and violent behaviour. Regular exposure to service users who may upset or angry
Other Factors	
<ul style="list-style-type: none"> • Ability to travel across the county – as required. • Ability to adopt a flexible working approach. 	