



## CANDIDATE PACK

# ASSISTANT DIRECTOR, HELP AND PROTECTION

# WELCOME TO SEFTON!

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Sefton is a vibrant local authority that is already on a journey of aspiration and ambition as it works towards delivering its exciting Vision 2030. This journey is shared with our partners and communities as we strive to ensure Sefton is a confident and connected Borough.

Having recently published our economic strategy which builds on significant investment in the borough, we want to use this opportunity as a lever to further develop services to support communities.

The Council has also invested significant funding in children's services and adults social care and with several new senior officers joining us and an incredible workforce across the authority we feel confident about our journey. We are proud of our workforce, and with our strong track record of partnership working and place leadership, the Council is in the best possible place to meet the challenges and opportunities ahead.

Welcome To Sefton video: [Click Here](#)

## DEAR PROSPECTIVE CANDIDATE

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I am delighted that you are considering applying to become Sefton Council's next Assistant Director for Help and Protection.

This Applicant Pack will help to help give you an understanding of what makes Sefton so special, what makes our organisation such a great place to work and what our aspirations are for our communities and our partners.

You will of course be aware that it has been a challenging time for Sefton's Children's Services. In May 2022 Ofsted announced that following an inspection in March 2022, Sefton's Children's Services was rated as "Inadequate", and a commissioner was appointed by Government.

Since then, a tremendous amount of work has gone into producing our robust improvement plans, and I have recently been appointed as the Executive Director for Children's Social Care and Education. So many positive changes have been implemented, but of course, there is still much to do.

We have the foundations in place to build on and deliver our improvement plan for Children's Services. Improving our service has never just been about improving our Ofsted rating, it's about making sure children benefit from the best services possible, making sure they are safe, protected and inspired to reach their full potential.

We are particularly looking for candidates who can are committed to keeping children within their family network, where it is safe to do so. Your professional career will evidence how you have improved practice and led innovative ways of working to create safety and support for children and their families where it did not previously exist.

If you do become our next AD, you will be joining a strong team and leading a dedicated workforce. We are determined to embed a culture that creates the environment where all our staff feel inspired and empowered to lead positive change, where continuous improvement is at the forefront of people's minds and where people are motivated to constantly learn and improve.

If this sounds like the job for you, then I look forward to receiving your application.

Best wishes

**Risthardh Hare**  
**Executive Director for Children's Social Care and Education**

# ABOUT THE ROLE

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Children's services in Sefton is undergoing a transformation with pace and purpose, backed up by outstanding political support and a significant investment in our workforce. This improvement journey is part of Sefton's broader strategic vision to create a confident and connected borough where our children and young people can access excellent early help, outstanding nurseries and schools, and high-quality apprenticeships and vocational training – leading to fulfilling jobs and careers.

It is an exciting time for the borough with the appointment of a new Chief Executive and Executive Director for Children's Services and Education, and we are now seeking to build the team within children's social care with the key appointment of an Assistant Director, Help and Protection. The role manages vital operational services such as the MASH, assessment teams, targeted early help, children with disabilities, and the emergency duty team, and we are therefore seeking experienced managers with a track record of success in a relevant service, who share our values and are committed to working systemically with families and collaboratively across the borough. You must be committed to recognising that children are best placed within their families and that effective early intervention is key. You must also help deliver the very best care for those children who need to live away from their families and recognise the full extent of your corporate parenting duties.

As an effective strategic leader with a strong background in practice improvement, you will help drive our transformation, developing the potential of your teams and enabling them to manage risk effectively. Our aim is to create a performance and accountability culture that drives up standards and achieves outcomes.

You must be a qualified social worker and offer evidence of personal and professional development, but just as important will be your determination to deliver excellent services that will protect, support, and develop our most vulnerable children and young people.

## KEY CHILDREN'S SERVICES LINKS:

Children's services: [Click here](#)

CYP Plan: [Click here](#)

Key strategies: [Click here](#)

Children's Improvement Plan Phase 3: [Click here](#)

Education excellence strategy: [Click here](#)

Sefton Safeguarding Children Partnership: [Click here](#)

Ofsted reports: [Click here](#)

# ABOUT THE COUNCIL

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The Council is composed of 66 Councillors with one-third elected annually (three years in every four) for a term of four years.

Sefton's political composition:

Labour	51
The Liberal Democrat and Progressive Alliance Group	9
Conservative	5
Independent	1

Total 66

The Leader of the Council is Cllr Ian Maher <https://modgov.sefton.gov.uk/mgUserInfo.aspx?UID=218> and there is more information about the Cabinet here: <https://modgov.sefton.gov.uk/mgCommitteeDetails.aspx?ID=139>

## KEY LINKS AND DOCUMENTS:

Plans and policies: [Click here](#)

The Sefton economy: [Click here](#)

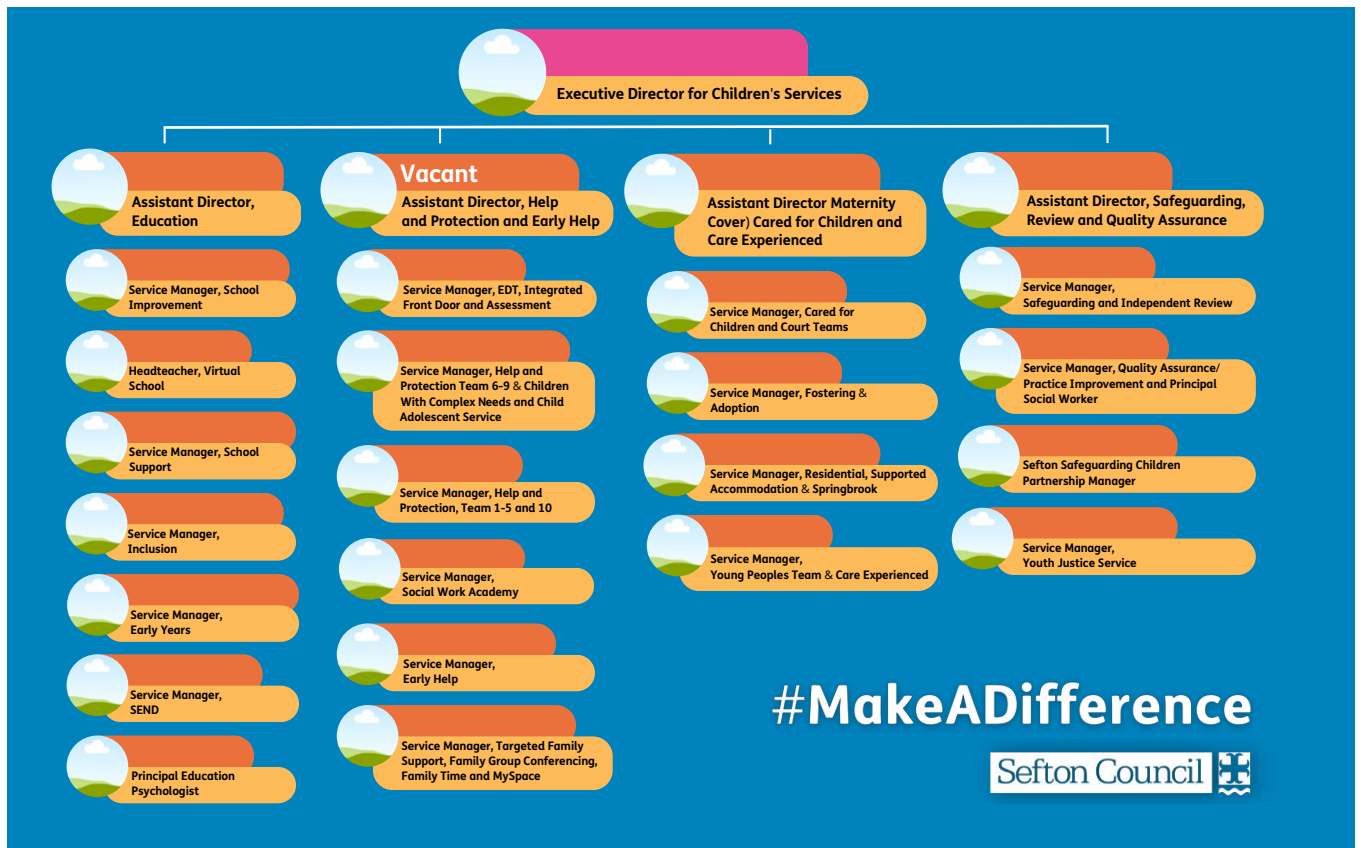
Council budgets: [Click here](#)

LGA Peer Review – Sefton's self-assessment /position statement 2022: [Click Here](#)

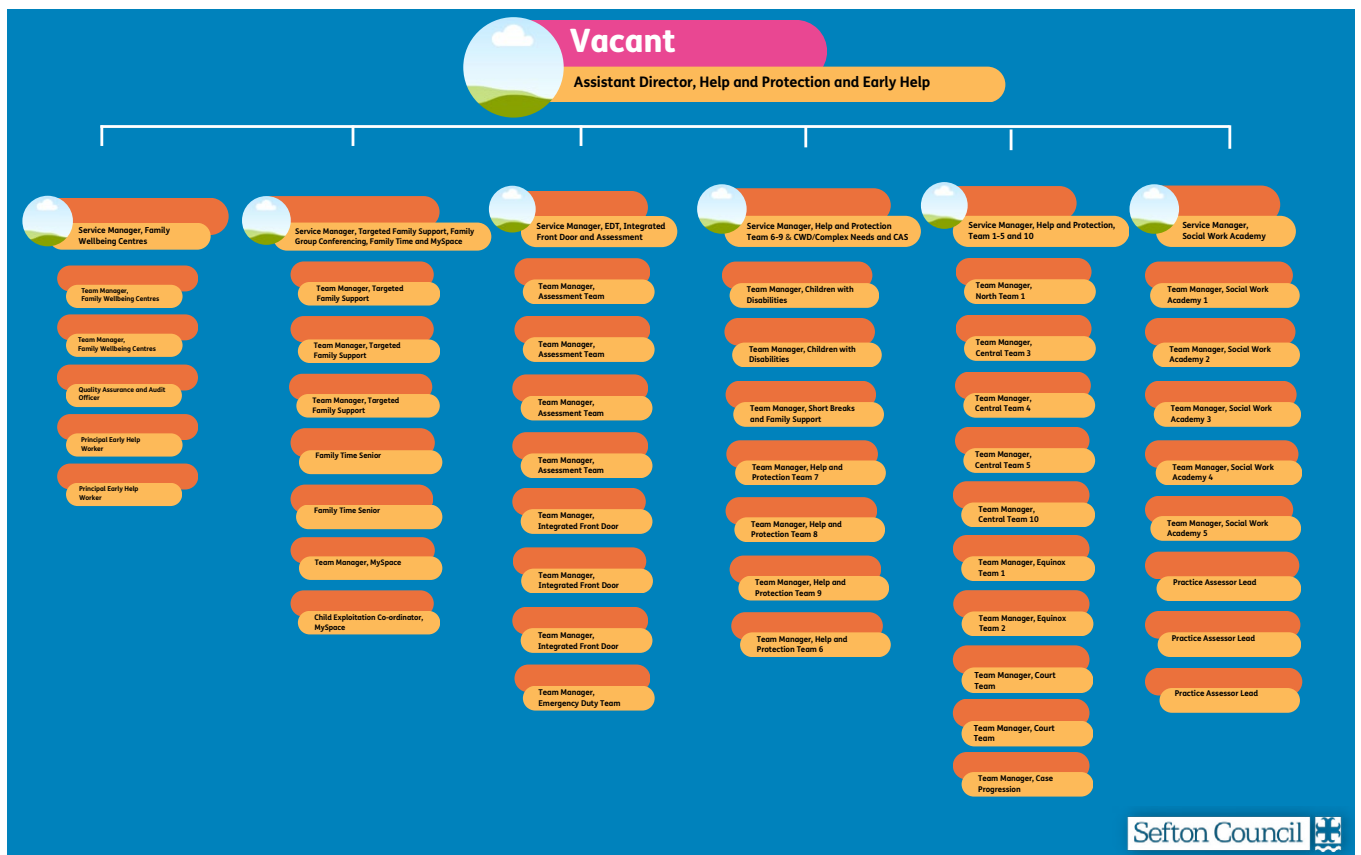
LGA feedback report 2022: [Click Here](#)



# CHILDREN'S SERVICES STRUCTURE CHART



# HELP AND PROTECTION STRUCTURE CHART



## OUR VISION AND CORE PURPOSE:

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During 2016 Sefton Council led on developing a new and exciting vision for the future of the borough. Working closely with partners, businesses, private sector organisations, the voluntary, community and faith sector and the wider Sefton community, the aim behind the work was to understand and focus on what is important for the borough and its communities in the future.

'Imagine Sefton 2030' engaged with thousands of people, local businesses and potential investors to create a vision that collectively promotes shared prosperity, coordinated public investment, and a healthy environment and population.

Vision 2030 was agreed in November 2016, together with the Vision Outcomes Framework and Council's Core Purpose.

The Vision will guide long term planning - helping to stimulate growth, prosperity, set new expectation levels and to help focus on what is important for Sefton. The Core Purpose provides an outline to how the Council will contribute to achieving those ambitions set out in the Vision 2030. The Council's major change programme - the Framework for Change - will support us to begin this journey.

<https://www.sefton.gov.uk/your-council/vision-and-core-purpose/>

Sefton's "One Council" values: [Click here](#)



# ABOUT THE BOROUGH AND THE REGION

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Sefton is the northern borough of the Liverpool City Region with more than 273,000 residents. Boasting 22 miles of stunning coastline, Sefton is a leading coastal tourist destination with a flourishing visitor economy. Spanning the busy Port of Liverpool, the famous Antony Gormley 'Another Place' installation at Crosby, Aintree racecourse, the Royal Birkdale golf course, attractive beaches and dunes, and the resort town of Southport, the diversity of the borough provides a unique mix of urban and natural settings.

Sefton is a diverse and exciting borough where people can enjoy a great work-life balance. With excellent transport links Sefton is well placed for accessing Liverpool, Greater Manchester and Lancashire.

<https://visitseftonandwestlancs.co.uk/>

Liverpool City Region: <https://www.liverpoolcityregion-ca.gov.uk/>

For latest news about Sefton: [Click here](#)

## HOW TO APPLY

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For more information about this opportunity (including the role profile), please see <https://starfishsearch.com/jobs/sefton-ad-hp/>, or contact Luke Judd at Starfish on 07435 270659 or via [luke.judd@starfishsearch.com](mailto:luke.judd@starfishsearch.com).

You will need to apply via this website by uploading your CV and a supporting statement (max four sides).

<b>Closing Date for applications:</b>	3 August 2023
<b>Longlist technical interviews:</b>	w/c 21 August 2023
<b>Final interviews with Members:</b>	4 September 2023 tbc

