

**LONDON BOROUGH OF MERTON****CHILDREN, LIFELONG LEARNING AND FAMILIES DEPARTMENT****JOB DESCRIPTION**

**POST TITLE:** Director Children's Social Care and Youth Inclusion

**Grade:** MG5

**DIVISION/SECTION:** Social Care and Youth Inclusion

**Location:** Civic Centre, Morden

**Responsible to:** Executive Director of Children, Lifelong Learning and Families

**Responsible for:** Social work teams covering Children and Families Hub, Assessment and Intervention, Family Support and Safeguarding, Social Work Academy, workforce and Practice Development, Children with Disabilities, Corporate Parenting including children in care and young people leaving care, Quality Assurance functions and Youth Justice Service

**Post number:** ML001

**Date:** January 2024

**1. MAIN PURPOSE**

- On behalf of the Executive Director Children, Lifelong Learning and Families (statutory DCS) to be the strategic lead for children and young people's protection, safeguarding, children's social care (including care experienced children and care leavers) and youth justice in Merton, across Merton's Children's Trust and MSCP arrangements ensuring that the Council's statutory duties in relation to safeguarding, child protection, children in care, care leavers and youth justice are effectively met.
- To support delivery of: the MSCP's and Council's strategic plans and priorities; Merton's CYP Plan; MSCP Business Plan; and council and departmental and service business plans.

## 2. MAIN DUTIES AND RESPONSIBILITIES

- (i) Provide professional leadership for C&YP to promote and ensure children and young people are effectively safeguarded and protected from emotional, physical, sexual abuse and neglect and ensuring a culture of continuous improvement across the Childrens Trust and MSCP partners in relation to all areas under your professional leadership and portfolio.
- (ii) Ensure that the Council, Children Trust, and MSCP are compliant with all statutory requirements and receive appropriate advice and relevant guidance relating to: child protection; safeguarding and all other matters as appropriate to the portfolio.
- (iii) Lead on Merton's strategy to safeguard and protect children, prevent care and to enable children with specific needs to be living in families or other appropriate settings in the community, where their assessed needs are met and reviewed to achieve positive outcomes.
- (iv) Ensure effective referral and assessment processes into and out of Children's Social Care which are crucial for the safeguarding and wellbeing of children and young people.
- (v) Oversee and ensure the development and delivery of services to support permanency for C&YP ensuring Merton's Fostering Service are compliant with regulations and inspection requirements.
- (vi) Oversee and ensure the development and delivery of the Council's CSC safeguarding and QA function including its wider role in providing QA to the MSCP in context of working together, Pan London arrangements and best practice.
- (vii) Oversee and ensure the development and delivery of integrated youth support services 13-25 improving outcomes and preventing entry to the criminal justice system and / or care.
- (viii) Ensure resources are deployed effectively and the divisional budget, overall, is kept within balance in order to meet the Council's visions, aims and priorities.
- (ix) Maintain appropriate mechanisms to enable users and carers to be actively involved in planning services and individual packages of care.
- (x) Responsible for statutory performance and contribution to the corporate performance agenda, putting children, young people and families at the heart of decision-making.
- (xi) Deputise for the Executive Director of Children Lifelong Learning and Families as appropriate.

- (xii) Ensure the Council meets its statutory responsibilities in accordance with the Health and Safety at Work Act 1970.
- (xiii) Lead on all social care and youth offending inspections and their contribution to the performance framework for Children's Services, and other inspections and take lead responsibility as directed by the Director of Children Lifelong Learning and Families in representing Merton regionally and nationally on social care, youth and inclusion matters.

### **3. DIRECTOR – KEY ACCOUNTABILITIES**

- Role model the values and behaviours of the organisation and be an ambassador for and represent the Council at all times: [Work for Merton \[DRAFT\] : Values | Merton Council](#)
- Ensure services have operational plans in place to deliver the Council Plan on time and to budget.
- Work collaboratively across all service areas with other senior managers (including partner organisations) to deliver services and generate efficiencies.
- Ensure the service areas you manage are fully compliant with all existing or new legislation and other statutory requirements.
- Ensure effective performance management is in place, and that any remedial action is taken promptly.
- Manage your teams effectively, ensuring individuals are well-supported, diversity is encouraged and performance is monitored.
- Ensure at all times that a corporate view is adopted and that complaints (both internal and external) are dealt with promptly and effectively.
- Be responsible for equality in service delivery and employment, and work within relevant legislation carrying out Equality Impact Assessments where necessary.
- Ensure that strategic and operational risks are considered and that appropriate actions and reporting are put into place to manage these.
- Attend emergency planning training, be familiar with the London Borough of Merton Emergency Plan and your role during an incident. This may involve receiving notification out of hours and to respond positively to these calls.
- Required to take part in the emergency rota and participate in elections.

- Deputise for the Director and represent the Directorate as required on corporate and external activities and groups.

#### **4. PERSON SPECIFICATION**

##### **Abilities, skills, knowledge and experience**

- A proven track record of achieving and managing cultural and organisational change and of leading improvement across children's services.
- The ability to develop and maintain effective partnership arrangements both internal and external to the organisation and a record of innovative achievements and improvements in partnership and joint working with partners and stakeholders.
- Sound financial management experience with the ability to analyse services in terms of their unit costs, value for money and market context.
- Track record and wide experience of managing complex child protection cases and a comprehensive understanding of the complexities of risk as it applies to children and safeguarding.
- Degree and a relevant social care qualification – DIP SW, CQSW and Registered Social Worker with GSCC.
- An understanding of the importance of prevention to reduce the number of children being either looked after or placed on the child protection register and a track record of innovative and different delivery mechanisms, whilst focused on safeguarding children.
- An ability to deliver and develop the service whilst maintaining the safeguarding of children at the heart of what is achieved.
- Excellent comprehension of the Children Act 1989 and its' impact on service delivery.
- Excellent verbal and written communication skills with the ability to be sensitive to individuals and groups, and adeptness at handling the media professionally when representing the Council.
- Excellent grasp of National Children and Young Person Agenda.

## Personal Qualities

- An inspiring leader, who demonstrates their commitment to the Council's vision, mission and overall direction.
- Personal drive and tenacity to motivate, empower and support individuals and teams to achieve the Council's objectives.
- Confident and willing to challenge traditional assumptions and provide evidence to support change and drive forward improved ways of working.
- Enthusiastic, energetic and resilient with a high level of self determination to meet the needs of children and carers.
- Action orientated, able to demonstrate a readiness to make decisions, take the initiative and originate action.
- Politically aware and sensitive, with an ability to make progress in complex policy areas.
- Committed to self-development and development of others.
- Able to adapt successfully to changing requirements, constraints and resources