

Job description

Post title: Director of Safeguarding and Family Support

Service area: Children's Services

Grade: CO2

Reports to: Corporate Director of Children's Services

Your team: Corporate Parenting, Children in Need and Disabled Children's Service, Safeguarding and Quality Assurance, Strategy, Commissioning & Policy, RAA, Early Help, Bright Futures and Partners in Practice

Number of supervisees: Assistant Director Corporate Parenting, Assistant Director Children in Need and Disabled Children's Service, Assistant Director, or Safeguarding and Quality Assurance, Assistant Director Strategy, Commissioning & Policy, Head of Service, RAA and Partners in Practice Lead, Head of Service Early Help, Bright Futures and Head of Operations, Early Intervention and Prevention

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
- Supporting people with long-term health conditions and/or disabilities
- Recognising the value of flexible working to support staff where possible

Key responsibilities

To ensure the welfare of Islington's children is safeguarded and promoted, by directing, leading and managing specialist and targeted services within the council and across the multi-agency partnership.

Ensuring the delivery of a high-quality Children and Families Service that continuously improves and achieves its full potential in the optimal delivery of services.

To direct and lead family help, including coordinating services and leading on family hubs. To contribute to the direction and management of the Children's Services Department.

To ensure effective Safeguarding for children across Islington Council and partner agencies.

To lead the services within their remit to ensure that they are efficient and effective and meet the agreed service objectives

To lead on the multidisciplinary family help (Early Help) teams and ensure they provide appropriate support, including Family Help pathways and Family Hubs to children and their families

To contribute to the leadership of the directorate as part of the senior management team and take the lead on cross departmental projects and initiatives and be the professional lead on social work.

To contribute to the improvement agenda across the Council through participation in cross Council projects and initiatives as part of the leadership group of the Council

To work with the Corporate Director, Children's Services to set key objectives for the service area and to develop a robust service plan that supports Council priorities and meets the needs of the people of Islington.

To support the Corporate Director in the development and implementation of strategy for the Children's Services Department, ensuring effective joint working with other services.

To effectively and efficiently manage a demand led Service cash limited budget

To proactively promote integrated working and collaboration in order to maximise life opportunities for children.

To ensure clear safeguarding policies, practices and accountabilities for all child protection procedures are in place and applied effectively, and that there are effective links with adult safeguarding.

To lead, manage and direct the service area, to ensure its optimal performance and continuous improvement, as well as a strong reputation amongst the people of Islington and beyond.

To lead on all aspects of work and be accountable for multi-disciplinary family help teams, children in care and child protection and advise and support elected members in their role as corporate parents.

To drive continuous service improvement by conducting robust Best Value and service reviews, implementing agreed service improvements, and seeking and maintaining external quality accreditation. To ensure effective financial management and control.

To actively develop cross Divisional and cross Council working through leading and participating in cross-cutting projects, taking a broad and inclusive approach to the delivery of objectives and liaising effectively with other functions within the Department and the wider Council.

To actively lead on work with key partner agencies, in particular universal services such as health, voluntary sector and schools.

To lead on service planning and the development and implementation of progressive strategy, policy and procedures for Children and Families services, consulting with service users and other stakeholders as appropriate. To contribute to the development of strategic plans for Children's Services and the wider Council.

To lead the provision of responsive user-centred specialist Children and Families services {including Early Help, Bright Futures, Child Protection, Looked After Children, Youth Offending, Leaving Care and Placements) working in partnership with other functions within the Children's Services Department and the wider Council as well as external agencies to ensure a high standard of service and the effective discharge of statutory obligations.

To lead the provision of responsive user centred targeted including the Supporting Families Programme and associated family help services. Working in partnership with other functions within the Children's Services Department and the wider Council as well as statutory agencies to ensure a high standard of service and the effective discharge of statutory obligations.

To ensure that effective assessment and care management processes (including the development of family assessments) are operational for all children in need and a child-centred approach is taken to the delivery of high quality residential and day services.

To actively support the Islington Safeguarding Children's Partnership in its effective functioning and to proactively communicate with and provide ongoing service information to internal and external stakeholder groups.

To ensure placement sufficiency for all children in care and to lead the Placements Commissioning service, including thinking innovatively about quality of provision, locally and regionally.

To implement effective commissioning, contracting and procurement arrangements.

To be committed to the Council's core values of Public Service, collaborative, ambitious, resourceful and empowering to demonstrate this commitment in the way they carry out their duties.

To ensure that duties are undertaken in compliance with all relevant policies, regulations and legislation*

To undertake other duties commensurate to the grade of the post.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Budget responsibilities

Direct budgetary responsibility for c£58m including staffing and placements spend.

Work style

Flexible

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
1	Relevant professional Social Work qualification (e.g. CQSW, DipSW)	A

Experience

Essential criteria	Criteria description	Assessed by
2	Substantial experience of leading and managing social care services for children'	A/I/
3	Proven experience of joint planning across Social Services and other agencies	A/I
4	Proven experience of joint planning across Social Services and other agencies	A/I/
5	Excellent track record in financial and people management.	A/I/
6	Proven experience of working with diverse communities	A/I/
7	Demonstrable success in delivering organisational change and improving performance	A/I/

Skills

Essential criteria	Criteria description	Assessed by
8	Ability to think strategically, developing, monitoring and evaluating the outcomes of robust performance driven strategies.	A/I
9	Ability to think strategically, developing, monitoring and evaluating the outcomes of robust performance driven strategies.	A/I/T
10	Highly developed interpersonal skills, capable of developing and managing internal and external relationships with sensitivity and direction.	A/I/T

Special requirements of the post

Essential criteria	Criteria description	Assessed by
8	Ability to think strategically, developing, monitoring and evaluating the outcomes of robust performance driven strategies.	A/I
9	Ability to think strategically, developing, monitoring and evaluating the outcomes of robust performance driven strategies.	A/I/T
10	Highly developed interpersonal skills, capable of developing and managing internal and external relationships with sensitivity and direction.	A/I/T

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

