

Head of Family Support and Child Protection/Court

Reports to:	Director, Early Help and Social Care		
Department:	Children, Young People and Community Development	Job category:	Hay 4 (64-68)
DBS Status:	Enhanced	Politically restricted:	Yes

Job Purpose:

As a member of the Children's Services Leadership Team:

1. Support the Director of Early Help and Social Care in securing the continuous development, improvement, efficiency and success of the Department as a whole through effective leadership, budget management, strategic direction, planning, management and governance.
2. Lead the development, planning and delivery of a service to meet the current and future needs of users within available resources.
3. Be responsible for a portfolio of services including the Multi-Agency Safeguarding Hub, front line Family Support and Child Protection/Court teams
4. Ensure that children and young people living at home or within the community in Brent are effectively safeguarded and where services are required to achieve this, that they are provided in a timely and effective manner.
5. Play a leading role in relevant partnerships and multi-agency networks.
6. Contribute to the delivery of corporate priorities and objectives.

Values

Collaborate proactively.

Lead inclusively.

Embrace change.

Be bold and curious.

Celebrate and share our success.

Overall Description

The Head of Family Support and Child Protection/Court is responsible for the leadership and management of effective teams that deliver a range of services to safeguard and support Brent's most vulnerable children and young people. This role involves extensive collaboration with a range of internal and external stakeholders, including senior leaders,

elected officials, partner organisations, and regulatory bodies. The post-holder is expected to lead a high-performing team, drive service development in accordance with council priorities, and implement new legislative requirements. Working within the direction set by the Departmental Leadership Team but with autonomy to shape services, the role demands strong policy leadership and consistent delivery of high professional standards under significant pressure and competing demands.

The position is expected to be part of the Councils' emergency planning and resilience arrangement, including being on call, and to demonstrate a commitment to embedding ownership throughout of this being everybody's business.

Job specific roles and responsibilities

1. Work collegiately with colleagues in the Division and with senior managers across the Department and make a proactive contribution delivering departmental and corporate objectives.
2. Lead and manage a portfolio of customer focused services in alignment with both corporate and departmental aims and priorities.
3. Provide leadership to ensure that the staff directly managed are fully engaged, motivated and delivering to their full potential in line with council values, policies and expectations.
4. Work closely with the Director to support effective working relationships with the relevant cabinet member.
5. Support and develop partnership working, including acting as an effective ambassador and advocate with external organisations.
6. Take responsibility for a portfolio of services which may be altered from time to time but currently includes the Multi-Agency Safeguarding Hub, front line early help and social work teams.
7. Ensure that children and young people living at home or within the community in Brent are effectively safeguarded and where services are required to achieve this, that they are provided in a timely and effective manner.
8. Ensure that all the services for which the postholder is responsible work together effectively from point of referral, through assessment and on to ongoing work.
9. Set and continually review the suitability of policies and performance targets for the services under your control, ensuring that all services contribute equally effectively to the aims of the directorate.
10. In circumstances where children become looked after, ensure the smooth transition into the Looked After Children and Permanency Service.
11. Produce and implement a service plan for the service area that includes stretching and shared performance targets.
12. Ensure the efficient and effective use of budgets allocated to the service area.
13. Keep abreast of current developments and best practice in the areas of children's social care.
14. Participate in relevant partnerships and multi-agency networks.
15. Ensure the effective participation of children and young people and their carers in service delivery and the continuous improvement of services.

16. Act as an effective ambassador and advocate for the council with external organisations.
17. Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.
18. Carry out duties with due regard to the council's customer care; equal opportunities; information governance, data protection and health and safety policies and procedures.
19. Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Qualifications and Professional Membership requirements (all criteria are essential):

- Educated to degree level.
- Relevant professional qualification: social work qualification: CQSW, CSS or Diploma in Social Work.
- Evidence of significant relevant Continuing Professional Development (CPD)

Knowledge

- Extensive understanding of Children's Services legislation, guidance, regulations and Government circulars.
- Extensive understanding of safeguarding children and young people, including relevant legislation, guidance, regulations Government circulars, from both a local authority and partner perspective.
- Knowledge of how to analyse and interpret data to improve service outcomes.
- Knowledge and understanding of the complexities of planning and delivering services to a diverse community.
- Knowledge of mechanisms for consulting and involving children and young people and their carers.
- Good understanding of relevant leadership and management strategies, and how to use these to overcome any potential barriers to effective joint working at a strategic or operational level.

Experience

Proven track record of:

- Achievement at a management level in a local authority social services or children and families department or within an independent or voluntary sector organisation providing child protection services to children.
- Delivering customer focused services and service improvements in the context of a highly diverse community.
- Managing demands and pressures on the service and tight deadlines.
- Ensuring that the service is effectively resourced and delivers to the required standard.
- Planning for the medium and short-term development of services, anticipating priorities, the changing landscape and the need for future service.

- Leading and implementing change to secure improved outcomes.
- Performance and information management.
- Managing and monitoring budgets.
- Working collaboratively with a range of service managers and promoting service integration.
- Partnership and multi-agency working.
- Working with elected members.
- Consulting and involving children and young people and their carers.

Skills and abilities

- Strong leadership and management skills including people, performance and budget management
- Strong communication, negotiating and influencing skills.
- Ability to work collaboratively corporately and departmentally, creating a strong team spirit.
- Strong role model who demonstrates a personal commitment to high standards of public service, honesty and integrity and professionalism.
- Ability to produce effective service plans that contain stretching targets and deliver improved outcomes.
- Ability to think strategically.
- Ability to work in partnership and multi-agency arrangements.
- Ability to use quantitative and qualitative information as a basis for analysing problems, agreeing actions and securing improvements in services.

Budget Responsibility and Overall Headcount

Annual budget of circa £6.5m

Direct management of 4 service managers, and oversight of their teams

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs.