

Role Profile

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| Job Title: | Safeguarding Manager (LADO) | Grade: | Spinal column point range: 15 |
| Department: | Children and Families | Post no: | 49022 |
| Directorate: | Children and Adults | Location: | Perceval House |

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| Role reports to: | Service Manager - Safeguarding, Review & Quality Assurance |
| Direct Reports: | 3 Child Protection Advisers |
| Indirect Reports: | 5 IROs 1 Pathway Plan Officer 1 Foster Care Reviewer Temporary/agency workers |
| <p><i>This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the council and the requirements of the job.</i></p> | |

JOB DESCRIPTION

Safer recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a satisfactory Enhanced Disclosure and Barring Service (DBS) check.

PURPOSE OF ROLE:

- To lead and manage the Child Protection team providing comprehensive, consistent, timely, high quality and cost effective child protection and safeguarding services to children (who are at home or in care) and their families in accordance with the legislative and regulatory framework.
- To be the operational Local Authority Designated Officer, managing allegations against professionals.
- To support and engage with the Ealing Safeguarding Children Partnership (ESCP).
- To undertake training on and support adherence to Ealing's Brighter Futures Practice Model.
- To support with providing an expert safeguarding and child protection service by offering specialist advice; to establish and sustain confidence,

integrity and multi-disciplinary partnerships with a wide range of organisations/stakeholders within Ealing.

KEY ACCOUNTABILITIES:

- To manage, monitor and assure high professional standards of practice and performance in all areas of service delivery.
- To deliver training and development opportunities for multiagency stakeholders across the council – in the aim of improving collective safeguarding efforts and service delivery.
- To ensure that the service area operates within the framework of the law, regulation and guidance, Council and departmental policies – responding to and implementing changes to these as required. To operate within agreed schemes of delegated powers and authority.
- To ensure the effective management of the team's workload and implement effective strategies for ensuring throughput of work including the allocation of cases to agreed service priorities and appropriate to the team's skills mix and resilience and their timely review.
- Responsible for ensuring Child Protection Advisers understand the full legal, regulatory, procedural and performance framework within which they operate and are accountable for their work within it.
- Plan, implement and evaluate services within an anti-discriminatory framework
- To support the development and improvement of safeguarding, review and quality assurance practice across the Children and Families service.
- To recognise the strengths and development needs of Child Protection Advisers, using practice observation, reflection and feedback mechanisms including the views of children and families.
- To set ambitious practice standards, instilling a strong sense of accountability in staff for the impact of their work on the lives of children and families. Establish rigorous, fair and transparent processes for managing the performance of staff including accurate measures of practice through direct observation.
- To ensure high quality recording, minutes and management information are maintained, utilised and retained to meet service requirements.
- Ensure views of service users and parents/carers are incorporated into service planning and commissioning.
- To coordinate LADO investigations and ASV Meetings in a way that is reflective of the LB Ealing's practice guidance and in accordance with London Child Protection Procedures.

- To aid the Council with collating key information relevant to practice observations, performance data and qualitative analysis of key themes to inform the LADO Annual Report and improve service delivery.
- To work in a collaborative and transparent way with multiagency professionals and investigatory partners (e.g. Police) to ensure that allegations of harm are dealt with in an accurate and evidence-based way.
- To represent the LB Ealing at London-region LADO Meetings to share and gather relevant information in relation to practice standards, sector developments, research and legislation.
- To assist with delivering training and development opportunities for multiagency stakeholders across the council – in the aim of improving collective safeguarding efforts and service delivery.
- To ensure decision making regarding safeguarding is commensurate with Legislation and guidance including Children Act 1989 and 2004, Working Together to Safeguard Children and the London Child Protection Procedures.
- To promote effective multi-agency participation and working to safeguard children and promote their welfare to improved outcomes for them.
- To ensure that the Council's Equal Opportunity policies are implemented in all aspects of service delivery and employment practices

KEY PERFORMANCE INDICATORS:

- CP Conferences, ASV and Strategy meetings are held, and minutes completed within timescales.
- An increase in consistent participation from parents/carers, children and agencies; in CP Conferences. This is particularly in relation to increased participation of children in CP conferences (voice of the child).
- Monitor and reduce numbers on a CP plan for 2 years or more
- Monitor and reduce the number of children made subject to a Child Protection Plan for a second time.
- Ensure that child protection plans are purposeful, timely and with clear outcomes (SMART)
- Evidence of personal development as an engaging, innovative and enterprising leader.
- Achieve "Good" or "Outstanding" service ratings in assessment and evaluation processes including governmental, Council-led and other inspections.

KEY RELATIONSHIPS (INTERNAL AND EXTERNAL):

- Service Manager - Safeguarding, Review and Quality Assurance
- Head of Safeguarding, Review and Quality Assurance

- Heads of Service, Team Managers within Children and Young People's Services and Corporate colleagues
- Lead Officers within the wider partnership including Police, voluntary sector, Health, Education including Headteachers

Person Specification

Safer recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain an enhanced Disclosure and Barring Service (DBS) check.

ESSENTIAL KNOWLEDGE, SKILLS & ABILITIES:

1. Ability to analyse management information and produce reports for ESCP, senior managers.
2. Comprehensive knowledge and understanding of the Quality Assurance agenda and the Performance Assessment Framework.
3. Knowledge and understanding of the Strengthening Families (Signs of Safety) model; the Framework for the Assessment of Children in Need and their Families and how it relates to Working Together to Safeguard Children.
4. Thorough understanding of the legislative framework for Children's services and statutory policies and guidance.
5. Ability to provide high quality, reflective, analytical and evidence based supervision to develop practice to the highest professional standards to achieve excellent outcomes with and for children, young people and their families.
6. Ability to evidence an open and flexible approach to new ideas and enable change in a multi-disciplinary and multi-functional setting.
7. Ability to demonstrate professional thinking and research skills in child safeguarding and care and to implement this across the Children and Families service.
8. Ability to embrace diversity in service development, delivery and evaluation and people management.
9. Ability to establish an approach to practice which is proportionate to identified risk and need.
10. Ability to manage resources within budgetary constraints, securing best value and cost effectiveness.

11. Excellent communication, negotiation and interpersonal skills to enable meaningful dialogue with internal and external departments as well as colleagues within other boroughs. This would include support and challenge.
12. Ability to lead and manage the work performance, conduct and professional development of others.
13. Ability to engage, motivate and encourage others through personal leadership style and self-presentation.
14. Ability to make sound and complex decisions under highly pressurised, fast paced conditions, striking a balance between speed and depth of thought.
15. Ability to focus on results, work to deadlines and meet performance targets.

ESSENTIAL QUALIFICATION (S), EXPERIENCE AND REGISTRATION

1. Professional social work qualification: CQSW, DipSW, CCETSW approved equivalent, social work degree.
2. Social Work England registration.
3. Extensive experience of complex child protection and allegations against professionals.
4. Experience of managing the work performance, conduct and professional practice of others.
5. Significant experience of assessing risk and protective factors to enable children to have security, stability and to be safeguarded in all aspects of their lives.
6. Experience of conflict resolution and decision making in a demanding and highly sensitive environment.
7. Significant experience of managing thresholds and chairing multi-agency meetings.

Values & Behaviours

| Improving Lives for Residents | Trustworthy | Collaborative | Innovative | Accountable |
|---|---|--|--|--|
| <ul style="list-style-type: none"> • Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues | <ul style="list-style-type: none"> • Does what they say they'll do on time • Is open and honest • Treats all people fairly | <ul style="list-style-type: none"> • Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents | <ul style="list-style-type: none"> • Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures | <ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards |