

Team Leader - Family Safeguarding Team - Adult Services

Salary: Band: 12 - £44,862 - £48,874 p.a, pro rata (£42,437 - £46,232p.a. for 35 hours)

35 hours per week

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, young people and 'adults at risk', and expects all staff and volunteers to share this commitment.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children's Board safer recruitment procedures.

In Portsmouth we are embarking on the next stage of our ambitious and innovative 'Stronger Futures 2' strategy to transform the way we deliver the best outcomes with local families, by continuing to improve towards 'outstanding' outcomes and achieving financial sustainability. Our strategy focuses on achieving excellent early help, excellent family practice and excellent care. The Team Leader for the Adult Service's Family Safeguarding Service will be key in supporting the Service Lead and existing Team Lead in the successful delivery of excellent family practice across the city's Children's Social Care Teams.

The service promotes a dynamic learning culture where staff, carers and service users are encouraged and supported to influence and shape our service design and delivery model. We are committed to transparent and timely interventions and have aspirations for outstanding practice.

The Service

Portsmouth City Council Children's Services is committed to promoting a 'whole family' approach to safeguarding and reunification in Portsmouth. We want families to bring up their children to be safe and well, offering support where necessary, in order to prevent the need for care or to reduce the length of care when it is required and to always strive for reunification whenever it is safe and in the child's best interest to do so.

Portsmouth City Council continues to invest in social work services with children, young people and their families in order to make this ambition a reality. We have embarked on the next stage of our transformation journey, having co-located additional Adult Specialist Practitioners within our Children's Locality Social Work Teams operating across the North, Central and South of the city.

The key focus is now to work collaboratively and in partnership with families to tackle the 'trilogy of risk'. This requires providing specialist advice and guidance, and undertaking direct work with parents to address their assessed mental health, substance misuse and domestic abuse needs in order to improve their parenting skills and capacity to make and

sustain positive change. This includes liaising with established Adult Services where additional specialist provision is required.

The Family Safeguarding Service is integrated into The Children & Families Service, which provides social work & care support and intervention with children, young people and their parents & carers. This includes Children in Need of Support, Protection and Care, including Care Leavers, Children with Disabilities and Young People who offend and/or are at risk of exploitation. The service also provides a range of placement options for children who are in the care of the local authority including foster care and residential care, adoption and other care arrangements with Special Guardians and Connected Persons.

What is this role?

- To support the Service and Team Lead in the supervision and management of a team of Adult Service's practitioners focusing on addressing the 'trilogy of risk' with parents who experience issues with their Mental Health, Substance Misuse and/or Domestic Abuse.
- To support the Service & Team Lead in the development, co-ordination and delivery of relevant Adult Services co-located within the Children's and Families Locality Teams.
- To support the Service & Team Lead in further developing the Family Safeguarding Model and service, including developing processes, interventions and performance management indicators.
- To support the Service & Team Lead in promoting the service and model both within children's social care and with wider partner agencies.
- To model and promote a restorative, strengths based, 'whole family' safeguarding approach to working with parents of Children in Need of Support and Protection, Looked after Children, and children subject to Public Law Outline and Care Proceedings. This includes contributing to the development of an organisational culture which is in line with the Family Safeguarding Model of practice.
- The Team Leader will supervise Adult Service's practitioners (including a combination of social workers and alternatively qualified professionals) and assist with complex decision making processes about Family Safeguarding practice with families.
- Within the context of promoting a family safeguarding model, the Team Leader will oversee and scrutinise plans for agreeing the appropriate level and type of Adult Service's response, including the provision of:
 - General advice and guidance (e.g. as the single point of contact within each Locality Team)
 - Targeted support (e.g. using the 'Team Around the Worker' approach)
 - Joint intervention with another professional (e.g. contributing to a joint assessment with a Children's Social Worker)
 - Direct intervention with an adult/parent (e.g. undertaking direct work or facilitating a targeted programme of intervention)
 - Referral (e.g. accessing other more specialist services/programmes)
- The Team Leader will be expected to work together with a range of other relevant partner agencies including Health, Education, Police, Housing and Community/Voluntary Services, in the development and delivery of the family safeguarding model.

- In terms of reporting responsibilities and working relationships, the Team Leader will:
 - Report to the Service Lead, Family Safeguarding
 - Receive additional clinical support, learning and development from the Adult Social Care, Transformation and Placement Lead in Solent NHS Trust
- In terms of case management, the Team Leader will oversee and promote the timely completion of all necessary assessments, planning and review activities with adults (parents), with staff under their line management.
- In terms of staff management, the Team Leader will deliver and oversee all areas of performance, staff development, supervision, appraisal, implementation of departmental policies, in relation to the staff that they supervise. They will be supported by the Service Lead.

Who is the person?

We are looking for a Social Work or Nurse with significant experience and expertise working with parents affected by adult mental health, domestic abuse and substance misuse. We need a professional who has a comprehensive understanding and appreciation of the value of intervention and support with families, including vulnerable adults who are parents. The Adult Service's Family Safeguarding Service will be working predominantly with adults/parents where concerns about their mental health, substance misuse and/or domestic abuse is having a detrimental effect on their parenting ability and capacity to change in order to meet the needs of their children. Some parents may also have learning disabilities.

You will have a recognised nursing or social work qualification and be registered with the relevant professional body. You will have excellent organisational and communication skills and take pride in everything you do. You will be professionally curious, be able to provide high challenge and support and above all be outcome focused and have a 'can do' attitude. You must be able to work as part of a team to ensure that front-line practice contributes to meeting our agreed priorities.

You need to:

- Have a relevant Social Work or Nursing qualification and be registered with the relevant professional body.
- Be a confident and competent manager and supervisor and be able to model the values and behaviours that are consistent with delivering our vision
- Take an active role in contributing to the development of an integrated model and support the Service Lead to manage any challenges that arise as part of the change management process
- Have the ability to use statutory procedures and local standards/processes to inform good practice and service delivery.
- Have substantial post qualification experience of social work with adults in at least one or more of the following specialist areas: mental health; substance misuse; domestic abuse; learning disability.

- Have experience of working with adults who are parents and have additional needs arising from their mental health, substance misuse, domestic abuse and/or learning disability that impact adversely on their parenting skills and capacity to change.
- Have the ability to enable and promote learning and development, through providing advice, guidance and support, by facilitating action learning sets, restorative meetings, reflective practice sessions, supervision and/or training etc.
- Be able to take responsibility for self-directed learning and evidence effective professional growth and development by being evidence and research informed and knowing what works and what good looks like.
- Be able to contribute to staff development through coaching and mentoring.
- Be able to manage stress and assist others in developing strategies for prioritising work and balancing competing demands/pressures to promote wellness in work.
- Have good organisational and communication skills, including an excellent standard of written and spoken English, plus strong IT and analytical practice and performance skills
- Demonstrate a healthy professional curiosity and generosity of spirit to ensure that vulnerable people receive support and intervention to be safe, well, valued and respected
- Have a good working knowledge and experience of promoting anti-discriminatory practice and addressing equality of opportunity issues
- The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post

Additional information:

Closing date: 1 February 2021

Applications received after this may not be considered.

How to apply: To make sure your application is above the rest, please review the "**job profile**" and "**how to apply**" to ensure your application matches the requirements of the role. Please ensure you refer to the 'how to apply' document when you complete your application as there is information in there that you need to include and evidence in your application for this role. Please ensure you fully read and follow the guidance so you fully demonstrate how you meet the points on the job profile. **PLEASE DO NOT JUST SUBMIT A CV.**

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.

Visit the Gov website to read the full notice.

Please include the below statement in your application. It is important you know your rights.

I have read the Standards/Enhanced Check Privacy Policy for applicants and I understand how the DBS will process my personal data and the options available to me when submitting an application

Signed.....Dated.....

If you have any queries, contact us on 023 9284 1191 (8:30am to 5:00pm Monday to Thursday, 8:30am to 4:00pm Friday).

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.