

Safeguarding Manager 

JE Code: JE2053

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| **Values – We are dedicated, respectful, collaborative, we are Milton Keynes Council** |
| **Service:** | Children’s Services |
| **Reports to:** | Head of Children’s Quality Assurance and Performance  |
| **Job Family:** | Care and Welfare |
| **Grade:** | L |
| **Political restricted:** | N |
| **Date:** | February 2023 |

**Key Deliverables**

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| **1.** | To take responsibility for improving outcomes for children, young people and their families by: * ensuring high quality social work and targeted intervention practice that engages with children and families in a persistent and non-judgemental way, setting high expectations and support and challenge all relevant staff.
* ensuring consistency in the delivery of services including the commissioned interventions enabling those children and young people who face barriers to participation to successfully overcome them
* taking responsibility (within the council scheme of delegation) for the range of complex emergency and planned independent decision making required to ensure the safety of children and young people.
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| **2.** | To take full responsibility for the provision of services to children in need by:* providing high quality management ensuring the very highest professional practice
* ensuring that quality, efficacy and the value for money of services are evaluated and continuously improved
* Providing expertise in relation to children safeguarding and effective management of statutory safeguarding functions
* contributing to the training and development of Milton Keynes City Council’s children’s social work and targeted intervention workforce
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| **3.** | To be fully accountable for the outcomes of services by:* ensuring high professional practice
* maintaining robust monitoring and risk assessment systems
* supporting the Head of Safeguarding and Quality Assurance and others to judge the impact of interventions, including the design and conduct of a rigorous Quality Assurance programme, and contribute to appropriate adjustments to future provision
* Providing high quality reports
* Working with senior managers in partner agencies to ensure effective delivery of a range of integrated services
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*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs*

**Essential Requirements (key skills & qualifications)**

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| **1.** | Professional Qualification in Social Work and registered with Social Work England. Management qualification preferred. |
| **2.** | Substantial experience of case management practice within the Safeguarding field supervising child protection practice. Advanced specialist with detailed theoretical knowledge of social work and childcare practice, legislation, policy and research. |
| **3.** | Good organisational and information management. Must be self-motivated and able to make difficult decisions, supporting, staff with complex work and carrying out general management tasks including supervising and appraising staff within a framework and to high standards.  |
| **4.** | Excellent interpersonal skills, with an ability to form close working partnerships with a variety of different agencies in all areas of the work. To build and coordinate a team of multi-agency, multi-disciplinary professionals to provide a quality service to clients. |
| **5.** | To develop and maintain effective services and interventions that prevent the most vulnerable children and young people in our community from experiencing additional difficulties and prevent them from suffering significant harm.  |
| **6.** | Effective planning skills are required as you will be responsible for short-, medium- and long-term strategic planning for the service and will also take full responsibility for operational planning for safeguarding in line with the agreed objectives and expected outcomes. |

Job Family 

Professional/Technical

Grade L

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| **Colleagues expectations*** Be professional at all times
* Work together for the good of the team, council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Managers expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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Professional/Technical job holders rely upon their deep knowledge of the specialism or discipline in which they work to carry out vital tasks and provide authoritative advice to others. Often developing within recognised career paths, their evolving expertise sees them bear increasing responsibility for managing Council assets, the development of policies and procedures and the strategic direction of the functions they support.

### Role characteristics

At this level job holders report to a Director and are responsible for the development and implementation of strategy relating to several functions within that Service. Posts carry significant responsibilities for finance and a range of other non-financial assets and job holders will make autonomous decisions and lead the management of change throughout their area of influence within the Service.

### The knowledge and skills required

The advanced theoretical knowledge required to make appropriate judgements and decisions at this level is augmented by ongoing professional development and thorough understanding of external legislative and societal change. Also by a deeper understanding of the Council operational structures which both support and depend upon the job holder’s actions and advice. Roles will be professional experts, providing expert professional leadership across a number of functions.

### Thinking, planning and communication

Job holders will use their professional expertise to deal with highly complex, pressing issues including Service level change initiatives and risk management. They will also look well ahead and take a long-term, strategic view of their project and service delivery objectives over several years into the future, shaping their service’s composition, approach and operating procedures in accordance with wider goals mandated by the service directorate.

The information exchanged at this level will be routinely complex, contentious in nature and/or highly significant to the Council’s reputation. Job holders will, however, have additional demands placed upon them by the need to persuade others to adopt courses of action they may not otherwise wish to take, based on evidence and reasoned argument. This will occur in written interactions but can also in face to face verbal exchanges where job holders will advocate the Council’s position in response to opposing opinion in a formal or informal setting.

**Decision making and innovation**

The limitations to job holders’ decision making will be only the broad policy and practice guidelines that exist at both a corporate and even national/professional level.

At this level of autonomy, job holders will be the final arbiter of many escalated technical and professional disputes and problems. They will report to a Director and will devise and implement strategic plans and policy in relation to several functional areas.

### Areas of responsibility

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

Roles will focus on the needs of whole classes of people - whether external service users or partners and will be responsible for critical day to day decisions with legal and reputational dimensions and the development of directorate level policy and functional procedures.

In addition, such roles are likely to have very high levels of responsibility for such elements as finance (very substantial budget management), information assets (council-wide systems) or premises (of extremely high value and critical operational importance).

Roles will have full line management responsibility over several functional areas with differing specialties and employee profiles.

### Impacts and demands

The combination of both tactical and strategic matters that job holders deal with means roles are inherently very complex, demanding of particularly lengthy periods of concentrated mental attention while also managing very high levels of work-related pressure from deadlines, interruptions or conflicting demands.

Tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

Duties of jobs at this level will not require job holders to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders find themselves exposed to some disagreeable, unpleasant or hazardous working conditions. Particularly when the needs of their specialism require them to work on external sites exposed to the weather, in or around refuse and waste plant, close to particularly noisy machinery and in similar environments.

 Other jobs, such as enforcement roles, may also see job holders exposed to verbal abuse and threatening environments. In all cases, job holders will minimise risk and conform to health and safety regulations to mitigate any negative effects of such exposure.