



Job Description

DIRECTORATE People & Communities	BRANCH Support & Safeguarding	SECTION Resource Service
JOB TITLE Resource Service Team Leader	POST NO.	GRADE JM4

Main Purpose of the Job

This post will improve the outcomes of children looked after in long-term and permanent care, ensuring that the right home and family is found for every child, their emotional health and wellbeing needs are met and they attend and achieve at school or other education provision and go on to achieve gainful employment. We are committed to a whole service Mockingbird project. We want those children who need to be fostered either in the long term or the short term to be cared for by us with cares we know and who have the can work with a trauma informed authority, an authority that uses Signs of Safety and who want the very best outcomes for our children.

Organisational Context

North Somerset has organised children and young people's services in three geographical areas called Community Family Support Services. Each geographical area has a number of Community Family Service teams which aim to improve co-ordination and integration of a range of universal and targeted services.

There is one Resource Service supporting the children and young people who are in Long term foster care within North Somerset.

This post is one of three Team Leader posts in the resource service the Fostering Tea Manger the other post within the service are Children Looked After, long term, Care leavers and After Care and Fostering which includes, recruitment, fostering, Kinship, SGO support and Private Fostering.

This post reports to the Service Leader for the Resource Service.

Dimensions

The post holder will be part of the management team in the Resource Service with responsibility to deliver the service in partnership with schools, primary healthcare and the local community. This will include the efficient deployment of resources according to need and management of associated budgets.

The post holder will have overall responsibility for managing and supervising a team of up to 12fte front-line practitioners and approximately up to 120 cases.

The post holder will have a responsibility to jointly monitor and report variance to expenditure. Manage a budget and contribute to decision making within the Resource Service budget.

Main Competencies and Responsibilities

Planning and Leadership

1. In collaboration with other senior staff across the directorate, ensure that statutory responsibilities are fulfilled effectively in respect of safeguarding, looked after children, children in need, attendance, employment.
2. Deliver the area of responsibility assigned to the postholder through the effective deployment of staff and other resources to meet the standards required and ensure children and young people have a positive experience in the care system and successful outcomes.
3. To manage and motivate the team to ensure professional standards are achieved and maintained.
4. To ensure there is a high standard of reports written for foster panel to also ensure all reports are provided in a timely manner.

Partnership and Participation

4. Promote positive and proactive working relations with other agencies working with children looked after and care leavers notably Corporate Parents, education providers, voluntary organisations, adult services, the police, health, housing services and employability advisers.
5. Ensure children and young people and carers are actively involved in the assessment of their needs, service delivery, and review, gathering user feedback on the effectiveness of services delivered and use this information to support service improvement.
6. Ensure equality of access to services consistent with Council policy and good practice.

Performance

7. Use performance data, service and file audit techniques, service user feedback and observational visits or live supervision to drive up service and practice standards.
8. Ensure service provision is robust and sets high standards to meet the requirements as set out by Ofsted.

9. Manage delegated budgets within agreed financial limits to ensure value for money.
10. Attend North Somerset's performance board.

People

10. Manage and supervise a team of staff, being responsible for the appropriate allocation of work and promotion of a manageable workload including an expectation that all Resource Service staff undertake a caseload and project work (eg group work, consultation, student supervision as required), utilise a range of interventions.
11. Ensure regular staff supervision and performance appraisal, coaching and facilitation to enable staff to work effectively.
11. Recruitment, retention and selection of staff, foster carers and adopters, ensuring a high quality staff group and carers through appropriate training and development.
12. Promote good attendance and conduct within the service and compliance with professional codes of practice and information security, confidentiality and accurate record keeping.

Policies and procedures

13. Ensure staff are familiar with and comply with Council, Directorate, and Branch policies particularly in relation to safeguarding, staff health and safety, information sharing data protection and equalities.
14. Ensure appropriate decision making for self and staff in accordance with the decision making schemes of delegation.

Other

15. Undertake duties on a flexible basis and liaise with colleagues and the out of hours service to ensure that there is full management and operational cover to outreach staff at all times including weekends and bank holidays.
16. Any other duties commensurate with this post.

Supervision and Work Planning

The post holder, under the line management of the Resource Service Leader, will deliver and contribute to the development and work of the Resource Service.

The post holder will ensure the development of work-plans for the Resource Service and associated teams, and monitor their implementation ensuring effectiveness and efficiency and best value are achieved.

The post holder will be expected to ensure management arrangements assuring line management and professional status responsibilities are fulfilled.

Qualifications and Experience

- Social Work Qualification (Degree, DipSW, BA Hons in Social work equivalent).

Registered as a social worker with Social Work England

- Higher PQ Management and Leadership qualification where regulation requires or equivalent demonstrable experience.
- Ability to undertake core supervisory and people management training.
- Direct experience of statutory child care work such as children in need, child protection, looked after children, and family support.
- Direct experience of supervising others, eg students/staff through a management cycle to show competence in appraisals, addressing issues and developing staff.
- Demonstrate commitment to professional development for self and others as required by relevant professional codes of practice.
- Experience of multi-agency and/or partnership working.
- Experience of managing and supervising staff within a performance management framework.
- Experience of providing a management contribution to team planning and service improvement.
- Experience of monitoring budgets and allocating resources.

Job Context

The Resource Service is set in the context of the wider budget reduction challenges for the Council and will require services to work in a more targeted way.

Partnership working will be crucial including the wider North Somerset Council (especially Adult Services), Weston Area Health Trust, North Somerset Primary Care Trust, Employability Advisers, YOS, Learning Skills Council, Police and the voluntary sector. Relationships with schools, CAMHs services and carers will be key to supporting the attainment and achievement of children and young people.

General

- This job only contains the main duties relating to this post and does not describe in detail the tasks required to carry them out.
- The post holder will be required to use his/her initiative in ensuring that the Council's Equal Opportunities Policies, where they have been developed, are implemented in relation to the work area.
- Comply with safe systems of work.

Special Notes or Considerations (if applicable)

Much of the work undertaken within the Directorate is of a highly confidential nature. The post

holder must at all times maintain confidentiality and should be aware that, given the nature of the services provided by the Directorate they may on occasions be exposed to information that they may find upsetting.