**LONDON BOROUGH OF LEWISHAM**

**JOB DESCRIPTION**

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| **Designation:** | **Signs of Safety**  **Practice Lead**  **(Workforce Service)** | **Grade:** | **PO8** |
| **Reports to**  **(Designation):** | **Head of Service/Principal Social Worker**  **Children’s Social Care** | **Grade:** | **SMG 3** |
| **Directorate:** | **Children and Young People** | **Section:** | **Children’s Social Care** |

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**Main Purpose of the job:**

To support children’s social care staff with the embedding of Signs of Safety practice across Lewisham Children’s Social Care. To lead on the delivery of training sessions, workshops, facilitation of group supervision as well as providing hands on, one to one support to staff through coaching and mentoring, support with visits, case mapping and facilitating family network meetings.

The post holder will work as part of the Workforce Development Group to strengthen and develop service wide knowledge and use of the Signs of Safety practice model, role model good practice and collaborative working with families with a focus on improving the outcomes for children and young people.

**Summary of Responsibilities and Personal Duties:**

**PERSONAL DUTIES**

1. To work across children’s social care to lead on embedding Signs of Safety practice by developing the skills and knowledge of others and contributing to the organisational alignment to the model. To contribute to the workforce development group Signs of Safety training offer, including delivering the introductory training to new staff, supporting with staff induction, the ASYE programme and development sessions for the practice leaders.
2. To deliver the partner briefings as part of the LSCP training offer strengthening the knowledge of and interest in Signs of Safety and relationships with Lewisham’s community services and partner agencies. To liaise with key partners by building strong relationships and representing the London Borough of Lewisham at key external events.
3. To work closely with the principal social worker and consultant social workers to ensure respectful and professionally curious engagement with families is at the forefront of all work and that the views of children, their families and carers are represented and included within decision making and planning.
4. To work with the consultant social workers in raising practice standards in the use of Signs of Safety, role modelling good practice in direct work with families, recording and written work and creating child focused, family led plans.
5. To carry out joint visits with social workers and support team managers by providing one to one support, consultation, coaching and mentoring to individuals and teams to embed the Signs of Safety ethos and strengthen confidence in the practice and recording. To act as a practice leader and expert for Signs of Safety work with children, families and in the organisation.
6. To provide reflective case discussions and consultations with individuals and teams and embed consistent group supervision using the Signs of Safety principles and tools.
7. To provide supervision and support to the consultant social workers in the service.
8. To provide feedback to the senior management team regarding the strength of practice within the service and areas that require further development and support with consideration as to how this can be achieved.
9. To support the principal social worker in the planning and delivery of the monthly Signs of Safety implementation board.
10. To share knowledge from research, policies and events, promoting a shared learning culture and influence development of Lewisham’s own use of tools and training. To cascade learning, resources and tools to support the use of Signs of Safety in practice.
11. To promote effective participation and engagement with children, young people and families. To lead on seeking feedback in order to learn and deliver good outcomes and strengthen the consistency of feedback from families and its use in strategy development.
12. To ensure that performance across the service in maintained and improved. To work to the workforce development group service plan and be aware of the service plans for all key service areas.
13. To work collaboratively with the quality improvement service to contribute to the audit programme and to apply themes and learning from audit to the training and development of staff and other stakeholders.
14. To contribute to the strategic signs of safety implementation plan and work collaboratively with external signs of safety consultants and trainers building strong and effective partnerships to deliver the programme.

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**Contacts**

Social Workers, Senior Social Workers, Team Managers, Group Managers and Heads of Service across Children’s Social Care Division.

Independent Reviewing Officers.

Lewisham’s Legal Services.

**Equal Opportunities**

To carry out all the functions and responsibilities of the post with due regard to the Councils Equal Opportunities Policy, and to participate in the development of services to meet the needs of the multi-racial community, ensuring the continuing appraisal of anti-racist and anti-sexist policies and procedures.

Assist in carrying out the Council's environmental policy within the day to day activities of the post.

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**Grade and numbers of immediate subordinates 1-3**

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**Number of staff supervised by this Officer**

JOB DESCRIPTION/POST NO: **1-3**

Consideration will be given to restructuring the duties of this post for a disabled post holder.

**PERSON SPECIFICATION**

**JOB TITLE: SIGNS OF SAFETY PRACTICE DEVELOPMENT LEAD POST NO:**

**DEPARTMENT: CHILDREN’S SOCIAL CARE GRADE:** **PO8**

**Note to Candidates**

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the short listing and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of short listing.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

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| **CATEGORY** | **ESSENTIAL**  **REQUIREMENTS** |
| **Technical Knowledge and Qualification** |  |
| * Demonstrable knowledge of the Children Act, current legislation, regulations, guidance and standards. * Excellent understanding and knowledge of Signs of Safety methodology, tools and practice with recent experience of working within this practice framework. Demonstrable experience of application to practice across children’s social care services. | **S1**  **S2** |
| * DipSW or equivalent recognised social work qualification and registration with Social Work England. * Good general education with good standard of literacy and numeracy | **S3**  **S4** |
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| **Experience**   * At least 3 years post qualifying experience in children’s social work. | **S5** |
| * Recent experience of working with families from diverse backgrounds including undertaking assessments and developing family plans to support and safeguard children. * Experience in delivering training, coaching and support to others including supervision of staff such as students, social workers and/or practice teaching to develop and mentor others. | **S6**  **S7** |
| * Experience of effectively managing professional children’s social work services for a diverse community. | **S8** |
| * Of working in partnership with other services and agencies to achieve positive outcomes for children and young people. * Experience of chairing complex meetings involving children subject to child protection procedures or children who are looked after. * Experience and understanding of quality assurance frameworks and how to integrate learning from audit into practice. | **S9** |
| **Competencies, Skills**   * Strong leadership skills, including the ability to motivate others in difficult circumstances, to achieve outcomes by modelling a confident and positive approach. Ability to build relationships and influence external patterns, agencies and stakeholders. * Able to analyse and evaluate information and make sound and timely decisions and judgements in a high risk environment. * Proactive and self-motivated, to identify key priorities for self and others. To manage own workload, responding flexibly and constructively to conflicting priorities and pressures. * Excellent written and verbal communication skills and ability to deliver presentations and produce reports. * Ability to recognise the limits of own accountability and responsibility and to seek appropriate support, advice and supervision. * Ability to help others learn and develop through modelling relationship based practice delivering training, offering advice, motivating, mentoring and supporting social workers/senior social workers. * Commitment to ongoing professional development in relation to practice knowledge and leadership skills. | **S10**  **S11** |
| **Equal Opportunities**   * Commitment to implement the Council’s Equal Opportunities policies and awareness of Equal Opportunities issues. * To carry out all the functions and responsibilities of the post with due regard to the Councils Equal Opportunities Policy, and to participate in the development of services to meet the needs of the multi-racial community, ensuring the continuing appraisal of anti-racist and anti-sexist policies and procedures. * Generally candidates must meet the standard Lewisham requirements for the post including eyesight test for VDU working | **S12** |