

Job Description

Job Title	Safeguarding and Quality Assurance Unit Senior Practice Lead
Directorate	Children and Young People's Services
Service Area	Practice Improvement and Development
Grade	10
Competency Level	2
Salary	£58,543 - £64,645
Job Type	Hybrid
Location	Agile with use of Ray Hurst Centre
Disclosure and barring service (DBS)	Enhanced
Job Evaluation Ref No	A9553

Job Purpose

To work with the Service Managers and Head of Service to ensure that the Safeguarding and Quality Assurance Unit (SQAU) becomes a system wide driver of excellent practice throughout Children's Services.

To ensure that children have high quality and purposeful plans that make a difference to their lives and that their voices are heard and championed. To ensure that IROs



and CP Chairs receive reflective supervision and support enabling them to provide high quality meetings and robust challenge on behalf of children.

Directly Responsible For:

Independent Reviewing Officers, Child Protection Chairs and Fostering Reviewing Officers (FIRO)

Directly Responsible To:

Service Manager, Safeguarding and Quality Assurance Unit

Main Areas of Responsibility:

- To manage a team of independent Reviewing Officers and/or Child Protection Chairs providing regular reflective individual and group supervision, to enable them to deliver on their responsibilities to a high standard
- To lead a process of continual improvement through uplifting the quality of the practice of IROs and CP chairs through coaching, mentoring and delivering a programmed of development in conjunction with practice partners and the Academy
- To organise and develop\lead team meetings that are practice led focusing on themes and impact for children and young people with both child protection and children in care
- To identify and monitor themes of learning from practice alerts and to work alongside the QA Leads and the Academy to drive improvement in outcomes for children
- To ensure the IROs and CP chairs promote high quality care planning for the children they are involved with and ensure drift and delay is minimal

- To provide capacity when required to chair Safeguarding Children (Children Protection) Conferences, Strategy meetings, Looked After Children Reviews, Secure Accommodation Reviews, to established service standards, conforming to relevant regulations, policies, procedures and guidance
- To ensure the IROs and CP chairs are actively advocating for the provision of efficient and effective services to children and young people in need of protection and children and young people looked after by Liverpool Council
- To ensure the voice of the child is heard, recorded, and fully considered in decision making
- To ensure efficient and effective inter-agency working in respect of the safeguarding system and of services to Looked After Children
- To support IROs in constructively challenging service decisions where necessary to fulfil an agreed care plan and to use statutory powers to escalate to senior management and external bodies where appropriate
- To support the development of the Council's policies, processes, practices, and systems, ensuring that they are current and conform to best practice and comply with legislation. To review, audit and quality assure social work files as required
- To actively assist with staff development and training related to social work practice within Social Care and other agencies
- Prepare and participate in annual appraisals and reviews, identifying areas for improvement and carrying out agreed learning and development
- To participate in the collection and analysis of relevant management information and to provide reports as required
- Provide high quality supervision, including reflective supervision, improving quality, timeliness of work and outcomes for children and families.

Supervision and Management Responsibility:

- Ensuring activities are planned to include meaningful one to one conversations, quality annual appraisals and regular workforce planning and development
- Manages performance and behavioural issues effectively

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This post involves both office and field work. Hence it involves sedentary work and the need to travel to appointments. Sometimes this involves travelling out of the City if children are resident out of borough

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally.

- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level **2**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Social Work degree or equivalent social work professional qualification (A)
- Registered with Social Work England (A)

Desirable

- Evidence of significant participation in post qualifying training in working with children and families and Child Protection

Experience

Essential

- Substantial post qualifying experience as an Independent Reviewing Officer\Child Protection Chair (A)
- Significant experience of effective child protection work and work with Looked After Children. (A/I)
- Experience of working in partnership with children, carers and other agencies (A/I)
- Experience of chairing decision-making meetings for both Child protection and Child looked after (A/I)
- Experience of quality assurance activity including audit (A)

Desirable

- Experience of chairing complex multi-agency meetings
- Experience of case work reviews
- Experience of delivering or supporting workforce development and/or training
- Experience of managing staff and resources within a frontline statutory service

Skills/Abilities

Essential

- Ability to apply Safeguarding processes including Working Together (A/I/P)
- Ability to work within Looked After Children systems and of the relevant legal and regulatory framework within which it operates (A/I)
- Ability to chair conferences/reviews/meetings effectively (A/I).
- Ability to prioritise and manage own workload within given timescales (I)
- Ability to effectively communicate and challenge both verbally and in writing (I).

Desirable

- Ability to analyse data
- Ability to lead the development of multi-agency policy, practice and procedure
- Ability to use computerised systems
- Presentation skills

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council



Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level

