

Role Profile

JOB TITLE: Director Safeguarding People
DIRECTORATE: People
REPORTS TO: Corporate Director People
DATE: November 2020

1 PURPOSE OF YOUR JOB

To ensure high quality, safe and effective social work practice for adults and children.

2 DIMENSIONS

TBC

Revenue income	£
Revenue expenditure	£
Direct reports	2
Indirect reports	

3 PRINCIPAL ACCOUNTABILITIES

In discharging the responsibilities of Adult Social Care and Children's Social Care they will:

- Ensure that effective systems are in place for discharging these functions, including where a local authority has commissioned any services from another provider rather than delivering them itself.
- Secure the provision of services which address the needs of all children and young people, and for all adult client groups, including the most disadvantaged and vulnerable, and their families and carers.
- Ensure people accessing support are consulted and involved in the development and delivery of local services. (For children this should have regard to the General Principles of the United Nations Convention on the Rights of the Child)

- Develop strategic plans to set direction and deliver key organisational objectives.
- Facilitate corporate working across services, encouraging innovation and creativity to help build integrated service delivery and improvements and ensure a corporate response to the development of services
- Is responsible for sponsoring and delivering complex programmes of work that improve performance of CYC and / OR delivers exceptional service to residents and partners.
- Take lead responsibility for putting in place arrangements to meet the requirements of external inspectors in respect of annual and other performance assessments
- Represent the organisation at high levels with stakeholders across the Yorkshire Region and nationally, where applicable.
- Identify and work with key stakeholders to align priorities and resources to deliver improved partnership working and services that achieve better outcomes for York's citizens.
- Develop and maintain a corporate performance management regime ensuring the monitoring and reporting of performance, early identification of potential issues in order to take decisive and effective corrective action

4 JOB CONTEXT

This role (along with the Director of Prevention, Commissioning and Education) is one of two new senior level roles in the organisation. These roles demonstrate the investment and focus on these crucial areas of work. The job holders will work together to review and shape the relevant services to bring about service improvement and outcomes for people in York.

The council's statutory children's social care services and the performance of the council in this area is subject to Ofsted inspection. The post holder will be responsible for ensuring compliance and continuous improvement with these regulatory frameworks

The role is responsible for delivering adult social care services which are compliant with the Care Act 2014 and all other relevant legislation. The post holder will work closely with colleagues in commissioning and quality to ensure seamless service provision.

The job holder proposes strategy and policy for appropriate sign off through council decision making routes. They have the authority to make decisions within the Council's delegations. This requires regular contact with council members through working with the executive

member, presenting recommendations and reporting progress/results to various council committees.

Supports the Corporate Director in the management of the Directorate. Lead, plan and deliver the Directorate's corporate priorities including existing and new legal responsibilities and functions conferred upon the council.

Deputises for the Corporate Director in the corporate and strategic management of the Directorate when required.

This role is part of the emergency panning rota and the job holder is on call for out of hours emergencies.

This role is an Information Asset Owner and must carry out the responsibilities of an Owner as required and set out in the council's 'Information Governance/Data Protection Roles and Responsibilities Rules'.

5 IMPACT & INFLUENCE

This post is the most senior social worker in the Authority. It ensures the most vulnerable people in our community are supported to be safe and to live their best life. This post will be the corporate champion for vulnerable adults and children in our care.

6 ORGANISATION

To add chart once finalised

Referral and Assessment – assessment of threshold for CSC intervention

Safeguarding Interventions – development of care plans, social work support and contact centre for looked after children

Achieving Permanence – care of children in our care, leaving care service.

Youth Justice Service - local crime prevention programmes, help for young people at the police station if they're arrested, help for young people and their families at court , supervision of young people serving a community sentence and stay in touch with a young person if they're sentenced to custody.

Provider services

Head of RAA – oversees the effective discharge of adoption services across the sub-region; the RAA is hosted by CYC

Assessment, care planning and review

Complex care – safeguarding MH and DOLS

Hospital discharge

Re-ablement and intensive community support

7 HARDEST MOST DIFFICULT PART OF JOB

This role is responsible for all of the social work services across the authority. Whilst social work is a highly rewarding career it is also challenging as it manages risk and complexity and requires significant resilience in those delivering and leading the services.

8 KNOWLEDGE SKILLS & EXPERIENCE

Qualified and registered social worker.

Substantial experience at senior management level, working in a political, complex, multi-functional organisation which should include:

- Significant experience of senior leadership and management in social work.
- Service improvement and performance management
- Working with regulatory bodies and inspectorates
- Experience of developing and delivering strategies to meet organisation objectives and achieve planned results
- Experience of strategic and operational resource management, with strong analytical skills and an aptitude for developing clear vision and direction to overcome complex problems
- Ability to manage large and complex budgets with an emphasis on value for money and efficiencies.
- Ability to provide visible and supportive transformational leadership, empowering, enabling, motivating and developing the workforce to achieve significant, sustainable service improvements and outstanding results.
- Ability to operate effectively within the democratic processes, with the political acumen and skills to develop productive working relationships with Council Members.

- Outstanding interpersonal and communication skills to relate effectively to employees, Council Members, the general public and other stakeholders to engender respect, trust and confidence.

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