**Lancashire County Council**

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| **Job description for the post of: Liberty Protection Safeguard Lead Practitioner** |
| **Directorate:****Learning Disabilities, Autism and Mental Health**  | **Location:** | **County Hall Preston**  |
| **Establishment or team:** **Mental Health**  | Liberty Protection Safeguarding Lead Practitioner | **Post number:** |   |
| **Grade:** | 10 | **Line manager:** | **Service Manager**  | **Car user:** | YES |
| **Staff responsibility:** **No direct responsibility for staff but will be required to provide cover for Team managers when required**  | **Number of staff** **directly supervised: 0** | **Which business plan covers this post? LPS Service Pal** |
| **Core Purpose**Making Lancashire a place where everyone matters. A place where everyone can enjoy equal and quality life chances and be respected in their communities.Corporate ObjectivesLancashire a place where people can* Feel safe
* Lead healthy lives
* Get help if they need it
* Learn and develop
* Work and prosper
* Travel easily and safely
* Enjoy a high quality environment

**The purpose of this job is**:To lead on the implementation of the Liberty Protection Safeguards within Lancashire,you will be expected to work closely with senior stakeholdersTo develop plans and implement the transfer of Deprivation of Liberty Safeguards (DoLS) to Liberty Protection Safeguards (LPS) following the publication of statutory guidance. To provide leadership, advice and guidance to practitioners and providers with regard to Deprivation of Liberty/Liberty Protection. To champion the mental capacity and adults safeguarding agenda across the Integrated Care SystemTo work alongside the service manager and Principle Social worker to deliver the service in line with the service plan and associated standards within the Deprivation of Liberty Safeguards/Liberty Protection Safeguards Service. To build effective partnerships with all key stakeholders across Lancashire, with the aim of supporting both internal and external stakeholders to meet statutory requirements of the liberty protection safeguards. |
| The posts will also have responsibility for ensuring staff meet the re-approval requirements and arranging the training of new AMCPs thus meeting obligation for the Local Authority to have enough AMCPs. |
| To identify risk and issues and support action to address them, escalating risks to Service Managers or Head Of Service. |
| **Core tasks** |
| * To work directly with teams to implement and apply procedures and processes, providing clear direction and support to team managers and their teams.
* To motivate, inspire and invest time in the development of team members to deliver and sustain the required changes. There will be a focus on areas that require support to transition from DOLS to LPS.
* Design and implement robust performance management processes to support complex multi-faceted programmes, which includes supporting setting goals, objectives, resources, risk management, milestones and reporting measures of success in LPS
* To understand and interpret team performance information and support teams to continuously improve and address any performance issues.
* Build effective relationships with colleagues at all levels through open communication and constructive feedback
* To represent the service at relevant team and service meetings relating to all aspects of quality assurance, action planning and quality improvement in DOLS/LPS
* Demonstrate expert knowledge and understanding on LPS issues, participate in a leadership and challenge function across the council and with partner agencies.
* To deputise as required for the Service Manager
* To support/lead in complaints and disciplinary investigations as appropriate.
* To provide team manager cover for the social care teams when required.
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| **Prepared by:** | Mairead Gill-Mullarkey | **Date:** | June 2020 |

**Equal opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

**Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Lancashire County Council

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| **Person specification form** |
| **Job title:**   **Liberty Protection Safeguards Lead Practitioner** | **Grade:** 10 |
| **Directorate:** Adult social care | **Post number:**       |
| **Establishment or team: LDA and** Mental Health Service |
| **Requirements****(based on the job description)** | **Essential (E)****or****desirable (D)** | **To be identified by: application form (AF),****interview (I),****test (T), or****other (give details)** |
| **Qualifications** |  |  |
| CQSW, DIpSW, B.A. in SW; or equivalent professional /academic qualification, or significant experience in the field at a senior level | D | AF& I |
| Management Qualification or significant management training. | D | AF& I |
| SWE registration | D | AF& I |
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| **Experience** |  |  |
| Significant experience of management or leadership in health or social care services. | E | AF& I |
| Experience of leading on change in an area of practice and an understanding of what good looks like and how to get there Experience and understanding of how to collate and analyse data and audit findings and develop action plans to improve performance |  EE | AF& IAF& I |
| Experience of resolving complex issues and conflicting priorities Experience of Coaching and mentoring of others to effect service development Experience of developing policies and associated procedures and systems to ensure compliance with the statutory responsibilities of the service. To have knowledge of HR, disciplinary matters and sickness absence procedures.  | EED | AF& IAF& IAF& I |
| **Knowledge, skills and abilities** |  |  |
| Detailed knowledge of legislative framework in regard to social care and social policy, and sound understanding of related policies and procedures. Knowledge of Mental Capacity Act, and the Mental Capacity Amendment Act 2019Application of the DOLS process and changes with LPS | EEE | AF/IAF/IAF/I |
| Knowledge and understanding of Council's strategic policies and how these impact service delivery  | E | AF/I |
| Strong analytical, evaluative and problem solving skillsAbility to translate broadly defined deliverables into a clear work schedule/annual plan, co-ordinating and integrating some diverse areas of work to provide clear direction. Ability to develop, operate and interpret management information systems to ensure ongoing review of performance of teams and progress towards targets and objectives within the service. | EEE | AF/IAF/IAF/I |
| Ability to develop, motivate and lead front line managers and team members. Ability to build and develop effective relationships and networks.  | E E | AF/IAF/I |
| Ability to work to deadlines and meet set targetsStrong verbal and written communication skills.  | EE | AF/IAF/T |
| **Other** (including special requirements)1. Commitment to equality and diversity
2. Commitment to health and safety
3. Commitment to attendance at work
4. Willingness to travel across the county
5. Commitment to undertake formal coaching and mentoring training within 12 months if training not already undertaken
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| \*This is an essential car user post However in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive. |  |  |

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| **Prepared by:** | Mairead Gill-Mullarkey       | **Date:** | February 2020 |
| **Note: We will always consider your references before confirming a job offer in writing**. |