

## Job Description

<b>Directorate:</b>	Education & Childrens Services		
<b>Service:</b>	Childrens Social Care		
<b>Location:</b>	Various		
<b>Salary range:</b>	£46,142 - £51,356	<b>Grade:</b>	10
<b>Reports to:</b>	Team Manager	<b>Staff responsible for:</b>	Oversight responsibility for up to 2 Specialist Adult Workers and 1 Child and Family Practitioner

### Job purpose and scope

Reporting to and working alongside the Family Safeguarding Team Manager, the Consultant Social Worker will support a team of Children's Services professionals and practitioners, to ensure the development, delivery and continuous improvement of specialist services for children, young people and their families and carers in Lancashire. The Consultant Social Worker will hold a small, complex caseload equating to approximately 60% of a full caseload and support the co-work of cases which require an advanced degree of professional expertise.

The Consultant Social Worker will support the upskilling of workers and developing group supervision, use of the LCS workbook and the embedding of motivational interviewing skills. The Consultant Social Worker will support the co-ordination and integration of team learning activities.

The Consultant Social Worker will hold oversight responsibility for up to two Specialist Adult Workers and a Child and Family Practitioner, and other areas of specified responsibility as outlined above. The post holder will deputise for the Team Manager when required as appropriate. The post holder may be required to work evenings, weekends and occasional public holidays, in order to meet service requirements in respect of service user needs.

The Consultant Social Worker will support the delivery of effective support and services to children, young people and families in line with the vision for Children and Families in Lancashire developed by the Children, Young People and Families Partnership Board which states;

***Children, young people and their families are safe, healthy and achieve their full potential***

To deliver this vision we have agreed some key outcomes.

#### **Five Outcomes**

1. Vulnerable children and young people are safe from harm and build resilience.
2. Children and young people achieve their full potential in education, learning and future employment.
3. Children and young people enjoy healthy lifestyles and know how to help others.
4. Children, young people and families have a voice in shaping the support they receive.
5. Children and young people live in Lancashire where they can enjoy a good quality of life, be happy and want to stay.

## Performance Indicators

- Quality of advice/service against legal, safety and best practice standards
- Achievement of relevant service targets
- Adherence to internal/external quality standards if applicable
- Adherence to policies and procedures
- Accuracy and timeliness of information recording and processing
- Customer and stakeholder feedback
- Leading Lancashire Framework

## Leading Lancashire – Our Leadership Framework



# Leading Lancashire

## Our Leadership Framework

**Our Vision and Values** We are driven by a simple yet powerful vision – “Here at Lancashire County Council, we are helping to make Lancashire the best place to live, work, visit, and prosper.”

This vision is at the centre of everything we do. Embedded in our identity are our values: *Supportive, Innovative, Respectful, and Collaborative*, our guiding principles that enable everyone to thrive.



### Four Spheres of Leadership

The Leading Lancashire framework is a dynamic approach, encapsulating four key spheres:

**Responsibilities, Capabilities, Behaviours, and Results.**

These spheres form the bedrock of our leadership ethos, providing clarity and direction for all leaders. Responsibilities guide our actions, Capabilities cultivate our potential, Behaviours shape our interactions, and Results measure our impact. Together, these spheres ensure leaders deliver their best for themselves, their teams, LCC, and the people of Lancashire.



### The Lancashire Mindset

Woven through the Leading Lancashire framework we introduce The Lancashire Mindset; Growth, Ownership, Optimism and Positive Impact. Adopting this mindset across the entire organisation not only brings our values to life but also emphasises the collective commitment to delivering the best for the people of Lancashire.

The Lancashire Mindset not only shapes our approach to leadership but also serves as a guiding force for a culture rooted in growth, ownership, optimism, and the commitment to making a meaningful positive impact.



### Levels of Leadership

The **Leading Lancashire** framework provides an opportunity to define and clarify the focus and purpose of the various leadership levels within the organisation.

**VISIONARY** (Long-Term Direction):

**Level 1 & 2 Leadership – Executive Directors and Directors**  
Senior leaders at this level, are Visionary Leaders. They have the privilege of shaping the long-term vision for the organisation, providing strategic and visionary direction that will guide the future success of Lancashire County Council.

**SHAPING** (Medium to Long-Term Strategy):

**Level 3 Leadership – Heads of Service**  
Heads of Service at this level are Shaping Leaders. They are empowered to shape strategies with a broad mid to long-term view, setting clear strategic initiatives that provide direction to the management population, contributing to the organisation’s success in the medium to long term.

**OPERATIONAL** (Short-Term to Immediate Effectiveness):

**Level 4 Leadership – Management Roles**  
Leaders at this level, found in various management roles, are Operational Leaders. They focus on immediate operational effectiveness, ensuring their teams deliver in the short term, meeting objectives and driving success on a daily-to-monthly basis.

These refined terms more explicitly convey the visionary, shaping, and operational aspects of leadership at each level within the **Leading Lancashire** framework.

## Accountabilities/Responsibilities

### Service Delivery

1. To undertake assessments of children in need in accordance with the Assessment Framework and Working Together and to ensure robust and timely care planning for children looked after. To ensure that assessments are completed to a "Good" standard and within timescales.
2. To demonstrate consistently high standards of practice that put the needs of children at the forefront of all activity.
3. To evidence working in partnership with children and their families.
4. To ensure all children for whom the post holder is responsible have a clear care plan to promote their development, well-being and protect them from harm.
5. To operate within a performance framework and to strive to improve personal performance and meet identified development targets.
6. To actively promote anti-discriminatory practice and the celebration of diversity.
7. To carry out other duties as delegated by the Team Manager.
8. To co-work/support ASYEs and students as required.

### Communication skills and information sharing

1. To use the Service's electronic communications system, database, spreadsheets, word processing packages and templates competently and promote the use of IT within the Team. To ensure a high standard of electronic social care recording for all children. To be responsible for accurately loading and updating the Service's database with children and families details/status
2. To ensure the Service's procedures for managing risk of significant harm to children are followed at all times, and to seek appropriate advice and authorisation from managers.
3. To conduct public care proceedings on behalf of the Service with appropriate guidance and authorisation. To ensure reports and statements for court, case conferences and looked after reviews are prepared to a "Good" standard, in time for deadlines and evidence involvement of children, families (including absent fathers) and carers.
4. To represent the Service in magistrates, County and High Courts.
5. To instruct solicitors, counsel and expert witnesses, in care proceedings with appropriate authorisation.
6. To follow the Service's procedures for the authorisation of placements, financial expenditure and accommodation of children.

### Advocacy

1. Be able to represent children, young people, families, carers, groups, individuals and partner agencies to access services
2. Challenge injustice, discrimination and lack of access to services
3. Challenge poor practice
4. Advise children (age appropriate in a child centred way), young people, families, carers, groups and individuals about independent advocacy that can best meet their needs
5. Assist children (age appropriate in a child centred way), young people, families, carers, groups, individuals and partner agencies represent their views in all meetings affecting them.

### Partnership and Collaborative Working

1. To convene and chair multi-agency child in need, child protection meetings and planning meetings.
2. To make full and appropriate use of the Family Group Conferencing process.
3. To play a leading role in improving practice and quality of assessments and care planning within the Team via mentoring assigned social work staff, leading Team meeting discussions and workshops, taking responsibility for updating the Team on practice developments and research findings, supporting the induction of new staff.
4. Co-working cases with social workers as required and accompanying them to court.
5. Lead responsibility for liaison with key agency e.g. Community Mental Health Team (CMHT), Health Visitors, Schools, Targeted Youth Support (TYS), Police, Probation as directed by the Team Manager.

*Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post-holder. This is not an exhaustive list of all tasks that may fall to the post-holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.*

### Other

- **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.

- **Customer Focused**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

- **Safeguarding Commitment**

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

- **Skills Pledge**

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

### Our Values

**We expect all our employees to demonstrate and promote our values:**

- **Supportive**

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

- **Innovative**

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

- **Respectful**

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

- **Collaborative**

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

## Person Specification

All the following requirements are essential unless otherwise indicated by \*

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

### Ability, Skills and Experience specific to Family Safeguarding

- Ability to ensure that all assessments are completed within timescales to a 'good' quality.
- To ensure that children, young people and families have access to a timely assessment.
- Experience and skills to develop multi-disciplinary care plans focused on the outcomes and positive impact for children and young people.
- Experience and skills to manage complex cases, including child protection investigations, pre-proceedings, proceedings and assessments of strength/risk/need to achieve positive outcomes.
- Ability to undertake child protection investigations and assessments of risk/need, for cases which meet agreed threshold.
- Work closely with adult's specialists to develop creative multi-disciplinary care plans for children who are subject to child protection or child in need plans.
- Inform the Team Manager when they consider care/PLO proceedings may need to be initiated.

### Qualifications

- Professional and/or academic level qualification or equivalent or substantial vocational experience in a relevant technical, scientific, specialised or operational field - **CQSW, DipSW, BA in Social Work or equivalent.**
- A professionally qualified, registered Social Worker adhering to the Social Work England professional standards and able meet the Knowledge and Skills statements for child and family social work.
- Management Qualification or significant management training\*

## Experience

- Minimum two years post-qualification fieldwork experience
- Experience of complex assessment work, child protection, care planning and reviewing, quality of services and outcomes for children young people and their families.
- Experience of working with limited supervision, setting priorities and managing competing workload priorities.
- Experience of working effectively with other agencies and professionals.
- Experience of risk management.
- Experience of working and delivering services in a culturally diverse environment.
- Managing/supervising staff and resources, supporting Student Social Workers (ASYEs) or less experienced staff.\*
- Team and staff development to ensure professional standards and procedures are met.\*

## Essential knowledge, skills & abilities

- Have a knowledge of services relevant to children, young people, families, carers, groups and partner agencies needs and circumstances offered by the local authority and others and how to access other relevant services.
- Have a knowledge of legislation, guidance, policy and procedures.
- Have an in-depth knowledge of the children, young people, families, carers, groups and partner agencies they are working with.
- Keep up to date with learning, training and personal development with all relevant information and changes to services.
- Demonstrate professional competence in social work practice by using current knowledge and working within agreed standards of best social work practice and carrying out duties in accordance with the Social Work England professional standards.

## Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.

## Consultant Social Worker – Family Safeguarding

- **This is an essential car user post**  
*You will be required to provide a car for use in connection with the duties of this post and must be insured for business use.*