

Head of Corporate Parenting

Reports to: Service Director: Fostering, Adoption and Corporate Parenting

Grade: P6

Location: Cambridgeshire

Job Purpose

To take collective and shared responsibility for the effective leadership and management of the Council's services and delivery of improved outcomes and the achievement of value for money.

To lead and performance manage social care and/or a multi-professional social care services against local and national indicators and targets within statute and the relevant guidance to ensure that assessment and interventions are delivered in time and are of high quality to meet children and family's needs and deliver the required outcome.

Ensuring that children and young people are consulted, and their views incorporated in the planning and delivery of service always.

Leadership and Collaboration

Demonstrates compassionate and inclusive leadership through the line management of services for whom the post is accountable and a commitment to drive continuous improvement, efficiency savings and higher levels of satisfaction for residents of the County.

Actively understand the challenges faced by colleagues across the organisation to be able to support the delivery of corporate objectives.

Actively promote and role model the council's priorities and ways of working, values and behaviours to ensure they are delivered throughout the service.

Develop and implement effective communication and engagement arrangements with all stakeholders to facilitate effective relationships that drive improvements in service delivery.

Governance

Understand and uphold the Constitution and Scheme of Financial Delegation of the Council and lead upon ensuring that a robust set of Contract Procedure Rules and contract management framework is in operation and embedded across the Council, working with directorate management teams, and providing expert advice, constructive challenge and support.

Provide professional advice for elected members as requested to support the democratic process and running of the Council and the management of major contracts and commercial activities.

Be jointly accountable with others in the Children, Education and Families Directorate Management Team for the Directorate/Service risk register and any aspects of the corporate risk register and

corporate risk framework of the Council relevant to services areas that the postholder is accountable for.

Ensure that teams under the postholder's leadership or sphere of influence fulfil their duties in relation to standards, complaints and scrutiny, maintaining an open culture of transparency, accountability and ownership, taking responsibility for mistakes, putting them right and learning lessons for future improvement.

Promote, preserve and protect the health, safety and wellbeing of councillors, employees, service users, contractors and partners in the provision of Council services, ensuring that the provisions of all relevant legislation are achieved, such as the Health and Safety at Work Act 1974.

Innovation

Champion innovation by being open minded to new and radical ways to deliver services, actively seeking out good practice from others to learn from to develop our own service design and delivery.

Promote a culture of continuous improvement by encouraging colleagues to share ideas, take appropriate risks, and recognising innovation.

Equality, Diversity and Inclusion

Promote an organisational culture that is positive, safe, respectful and compassionate, as well as open to change and feedback enabling everyone to feel empowered and valued.

Act at all times in ways that create an inclusive environment where people can thrive and be empowered to do their best. Role model good behaviour and practice and proactively seek ways to ensure staff feel valued and develop a sense of belonging.

Demonstrate awareness of the diverse needs of our residents to inform the decisions made about the services we deliver and ensuring a robust approach to equality impact assessments and their application to employment, service delivery and policy development.

Role Specific Accountabilities

As part of the Children, Education and Families Leadership Team, contribute and play an active part in the delivery of services and the implementation of Cambridgeshire agreed practice methodologies intervention with families across Children's Social Care, through the construction of a Service Plan for the respective areas of responsibility.

Support the development and delivery of the directorate's vision, values and strategic objectives for children and young people, and their parents and carers, taking a lead role on the development of relevant strategies, policies, procedures, programmes and projects across the directorate and professional agencies.

Advise and report to appropriate committee meetings, including the local Children's Safeguarding Board, Health & Wellbeing Board, the Chair and Vice Chair of the Children and Young Peoples Committee. Provide advice and guidance to elected members and committee as and when required.

Ensure that the Authority fulfils its legal, regulatory and national minimum standard requirements for the services that the role is responsible.

Provide leadership and professional advice to the Service Managers using technical expertise and informed judgement to deliver successful outcomes. The postholder has overall management responsibility for the respective service areas and deliver services through the relevant Service plans.

To take lead responsibility for specific areas of practice and strategic development relevant to the service, e.g. MAPPA, MARAC, CSE Operational Group and Domestic Abuse and Sexual Violence Partnership, Corporate Parenting Meetings, Child Death Overview Panel, Care and Treatment Review Panel.

Lead care planning for all children and contribute to the delivery of preventative services across all thresholds of need. Ensure robust care planning that puts the child and their needs at the centre and seeks to build resilience and a route into further education and employment, so they have the skills and knowledge to live successful, independent lives.

Ensure that safeguarding is actively promoted, understood and procedures followed so children and young people are protected.

Be accountable for the effective management of the team budget and for managing the budget for those services responsible for or through commissioned providers by contributing to the budget setting and monitoring spend to remain within target. Take collective and shared responsibility for the effective leadership and management of the Council's services and delivery of improved outcomes and the achievement of value for money.

Attend and represent the interests of the service at the Local Safeguarding Childrens Board, and Children's Commissioning meetings as and when required.

Deputise for the Service Director: Fostering, Adoption and Corporate Parenting, and/or Executive Director: Children, Education and Families as and when required, at any service or multi-agency meeting, board and/or committee.

Act as a decision maker for the Emergency Duty Team on a rota in out of hours including weekdays and weekends.

Person Specification (essential criteria)

Experience	<p>Demonstrable experience of:</p> <ul style="list-style-type: none"> • Providing balanced professional advice and guidance, ideally in a political setting. • Managing the delivery of public services with competing priorities and demands often outside of the organisation’s direct control. • Delivering multiple projects on time, within budget and to agreed outcomes. • Delivering creative and innovative solutions to improve the use of resources and achieve value for money across an organisation. • Managing and developing employees to sustain high levels of service delivery, recognising and developing talent. • Developing and nurturing positive and constructive working relationships with a wide range of customers, stakeholders and partners, maintaining a positive personal and organisational profile. <p>Role Specific:</p> <ul style="list-style-type: none"> • Working at a senior level within a large and complex organisation, ideally with comparable scope, responsibilities, budget, and resources. • Leading change and implementing innovative service models. • Leading and contributing to strategic decision making, resource allocation and to policy formulation and delivery, adopting a problem-solving culture. • Delivering creative and innovative solutions to improve the use of resources and achieve value for money across an organisation. • Establishing a strong performance culture including effective performance measures, evaluation of service quality and the improvement of service delivery to achieve the Council’s objectives • Evidence of leading people and services to recognise, respect and value individual needs to achieve a culture of inclusivity.
Skills and knowledge	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> • A sound understanding of the current issues and challenges facing local government. • Skills in understanding and responding to different perspectives and taking a cross-organisational approach, gained by working in a political or similarly challenging environment. • Ability to lead, develop and sustain effective team, partnership and multi-agency working through strong effective advocacy, influencing and negotiating

	<p>skills.</p> <ul style="list-style-type: none"> • Skills to provide creative solutions to complex problems together with high level analytical, presentational and communication skills. • Ability to establish and sustain positive relationships that generate confidence, ability and trust. • Understanding of the barriers to organisational and cultural change and the commitment to being a catalyst for change. <p>Role specific</p> <ul style="list-style-type: none"> • Detailed knowledge and understanding of operational safeguarding children services and corporate parenting. • Business acumen and an entrepreneurial mindset to lead the strategic delivery of services and maintain a focus on obtaining best value for money at all times balanced, against the difficult and sensitive challenges faced. • Demonstrable influencing and negotiation skills to operate at a strategic professional and level..
<p>Personal Effectiveness</p>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> • A clear and strong personal commitment to equality, diversity and inclusion and a track record of developing inclusive services and leading by example. • Personal and professional credibility which commands the confidence of elected members, senior managers, staff, external partners and external stakeholders. • Leadership by example with a style that empowers others and is open to question and challenge as well as a commitment to continuous self-improvement. • A commitment to and evidence of successful strategies in managing personal resilience and wellbeing at a leadership level and promoting positive leadership practice, role modelling these behaviours for others. <p>Role Specific:</p> <ul style="list-style-type: none"> • Evidence of planning for the future delivery of services, including effective workforce planning for future challenges. • Evidence of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with Councillors based on respect, trust and confidence.
<p>Qualifications</p>	<ul style="list-style-type: none"> • A relevant degree level qualification (Social Work) or equivalent and/or relevant compensating experience at a senior leadership level. • Evidence of continuous professional and leadership skill development.

	Role specific <ul style="list-style-type: none">• Current Social Work England registration
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