

Job Title	Director of Children’s Safeguarding		
Pay Grade	D2		
Directorate	Children’s services	Division	Children services
Reports to	Strategic Director Children Services		
Budget (£)	Delegated Budget: £24.9 million		
Role Purpose <ul style="list-style-type: none">• To lead and manage a range of statutory services to children and families for children in need, children in need of protection, children looked after, those subject to Court proceedings, and those young people involved in or on the periphery of the criminal justice system.• The postholder will lead and manage a range of non-statutory services providing integrated multidisciplinary early help support to vulnerable children and young people and families.• The postholder will lead and direct the development of provision for children and young people vulnerable to poor outcomes, bringing together a broad range of professionals in multi-disciplinary teams. To provide support to the Local Safeguarding Children Board.• To deputise, where appropriate, for the Strategic Director. This will include representing the directorate at Council meetings, multi-agency partnership meetings, and meetings with the Community and central government.			
Measures of Success <ul style="list-style-type: none">• The Director of Children’s Safeguarding is a member of the Corporate Leadership Group [CLG] and holds the strategic lead for the:<ul style="list-style-type: none">a) Development and provision of high-quality specialist services to vulnerable children and young people, including the commissioning of residential placements, including Secure provision andb) Development and provision of high-quality integrated early support services to children and young people with additional needs through multi-agency partnerships.• As a member of the Children and Families Management Team, ensure the delivery of high-quality, high-value services that improve the outcomes of children and families across the borough.•• Work across the directorate, the council and with partners, co-ordinating activities for the delivery of services to children and young people through the integrated Team around the Family model.•• Ensure high-quality relationships are built with all statutory and voluntary sector partners, promoting integration of activity to improve outcomes for children and young people in Harrow.			
Tasks/responsibilities <ul style="list-style-type: none">• Contribute to the overall management and strategy in the Directorate.• Scrutiny sub-committees and council members on policy and practice issues.• Provide leadership to a multidisciplinary team of staff, including social workers, police, health workers, early years workers, and youth workers.			

- To ensure that robust supervision and quality assurance are in place, including systematic and regular auditing of cases that are reviewed by senior managers.
- To contribute to the completion of high-level plans, including the Council's Corporate plan.
- To manage high-risk child protection and children looked after decision-making and planning to improve the life chances and outcomes for children and young people in need.
- To manage and develop a range of family support services including, parenting programmes, to promote the model of prevention through earlier intervention, targeted and specialist provision, ensuring risk is managed and safeguarding children in need, including those in need of protection, and children looked after.
- To manage safe recruitment and retention practices for the social care and early support workforce and undertake investigations into any allegation and/or concerns in accordance with relevant child protection and staff procedures.
- To manage all functions in a manner that encourages and supports the engagement and participation of children and young people and works in partnership with parents and carers.
- To ensure that relevant childcare panels, including the fostering panel, adoptions and permanence panel and permanence tracking panel, are chaired and managed effectively.
- To manage the preparation process and follow-up of all external inspections and regulatory visits as they relate to Children's Services.
- To undertake all necessary monitoring and review functions for all services commissioned with external providers.
- To brief Members, including portfolio holders, Cabinet Members and Ward Councillors
- To demonstrate a commitment to the Council's Equal Opportunities Policy and implement the policy in relation to the job responsibilities
- To promote a positive health and safety culture.
- To ensure compliance with the council's information security policies.
- To motivate, train, develop, and performance manage staff to effectively meet objectives.

Selection Criteria

Qualifications, Knowledge and Experience, Skills and Behaviours

Role requirements	Essential	Desirable
In accordance with the Immigration Act 2016, where the role is customer-facing and the post holder is required to speak to members of the public, the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	✓	
To demonstrate a commitment to the Council's Equal Opportunities Policy and the ability to understand and implement the policy in relation to the job responsibilities.	✓	
Comprehensive working knowledge of relevant legislation.	✓	
Policy & guidance underpinning safeguarding, youth offending and integrated services.	✓	
Inspection and regulatory framework for Children's Services, including residential provision and Children's Centres.	✓	
Significant senior management and local authority experience.		✓
Experience of managing complex statutory safeguarding and youth offending services.	✓	

Experience of managing large service budgets effectively.		✓
Experience of leading and managing significant change.		✓
Experience of partnership working with a wide range of stakeholders and multi-agency services.	✓	
Experience of working with Elected Members.		✓
Excellent communication skills, using a variety of methods for a wide range of audiences.		✓
Ability to lead and contribute to the management of change and service redesign.		✓
Ability to analyse and compile complex management information.	✓	
Ability to attend meetings out of hours (evenings and weekends) as required.	✓	
Willing and able to be part of the Out of Hours Duty on calls provision including to respond to security calls from in-house residential settings.	✓	
Ability to undertake senior manager responsibilities.	✓	
Qualifications		
Educated to degree level or equivalent.	✓	
Qualified and Registered social worker.	✓	
Higher degree or postgraduate leadership management qualification or equivalent.	✓	
Willingness to undertake the Councils Leadership Programme.	✓	
Evidence of recent relevant professional development.	✓	
Other Requirements		
The job involves travel for business purposes: Yes.		