



Slough Children's Services Trust

Recruitment Pack

Social Work Team Manager

October 2019



Welcome from Lisa Humphreys, Chief Executive

Thank you for your interest in working with Slough Children's Services Trust (SCST). I know that once you have looked at the information in this recruitment pack, you will want to come and join us to help improve the lives of vulnerable children and young people in the borough.

We are looking for individuals who are determined, enthusiastic and share the same high aspirations we have for our children and young people. We want to ensure that as well as becoming one of the best places in the country for the delivery of services to vulnerable children and families, Slough becomes one of the best places in the country to be a social worker.

If you are up to the challenge and thrive in a vibrant team environment then this is the place for you. But more than that, and what I think should attract you to this role, is the career defining opportunity to get in on the ground floor and be part of our journey.

Please come and join us.

Lisa Humphreys
Chief Executive
Slough Children's Services Trust



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Job description

Job Title:	Social Work Team Manager
Location:	St Martins Place, Slough
Responsible To:	Group Manager
Salary:	£51,158-£56,033 (including local weighting and market supplement)

If you're looking for a challenging yet rewarding role, one where you'll be supported every step of the way, Slough Children's Services Trust could be the place for you.

Since the Trust was set up three years ago, we have redesigned the service by moving away from conventional social work teams and are taking a more systemic approach involving smaller 'Hubs', each led by a Social Work Team Manager and made up of professionals from different disciplines. This new way of working is called Safe, Secure and Successful. It's effective and it's working.

Our recent Ofsted inspection was a positive demonstration of the progress we have made over the last three years and the improved service we offer children, young people and families in Slough. We don't want to stop there, however, we know there are further improvements to be made which is why we're looking to recruit the best people to help us achieve them.

Are you passionate about making a positive and lasting difference to children and young people? If you like to think outside the box and work in an agile way, then these are the qualities that make Slough Children's Services Trust an employer of choice.

If you're looking for a new challenge and want to be part of an exciting time for children's services in Slough then come and join us.

Slough is one of the most diverse places in the country outside of London and a great place to live or work. In fact it's the best place to live or work according to a survey by Glassdoor. Pleasant environments, above average salaries and a lower cost of living, mean an increased quality of life for employees. We're also one of the most accessible places to be, nestled on the corner of the M25, M4 and M40, and less than 20 minutes by train to Central London.

To apply for this role, visit: www.scstrust.co.uk/application

Annual Leave Entitlement (1 Apr to 31 Mar)		
Years' Service	Entitlement	Total inc public holidays
<2	25	33
2-5	29	37
>5	32	40

Pension
The Trust uphold the Local Government Pension Scheme (LGPS).

Mileage
The Trust reimburses all business mileage. We currently pay 45p per mile for the first 10,000 miles.

Childcare
If you require childcare, Slough's Children's Centres provide a range of childcare services. The Trust also provide Computershare childcare vouchers and staff may use them at the centres.



Main Accountabilities

- To work closely with partner agencies to ensure holistic assessment of needs and risk analysis informs effective decision making and planning for the safety and wellbeing of children and young people.
- To ensure compliance with statutory and legislative requirements.
- To provide high quality reports and written plans for intervention which are concise, informative and based on analysis of complex evidence.
- To chair a range of meetings as appropriate to the role (complex case discussion, review meetings, multi-agency meetings).
- To be responsible for the budget allocated to the hub and manage the allocation of resources (cash and personnel) within the hub which includes commissioning services and assistance from other sources.
- Hold case management responsibility for a hub case load.
- Work closely with Clinicians to develop and implement interventions with children and their families, in various settings including family homes.
- Carry out planned interventions using a range of evidence based methodologies including systemic and social learning theory approaches.
- Support all employee management related matters including sickness absence, capability/performance, conduct, discipline, and grievances ensuring that these are managed according to the Trust's policy framework.
- Ensure effective communication with children and their families and ensure this is embedded into hub activity.
- Ensure that staff within the hub deal promptly and sensitively to complaints from service users in line with the Trust's Complaints Procedure.
- Support the professional development of social workers and Children's Practitioners through structured and unstructured supervision and performance appraisals.
- Manage the social work hub in a manner that promotes equality of opportunity and collaborative working between staff and with other hubs and teams across the Trust, partners and other agencies.
- Ensure performance management and use of data and other information informs case work and business decisions and supports an ongoing focus on improvement.
- To collate information and provide reports, statistics and other qualitative information as required.
- Ensure all case files are of a high standard and case recording is well organised and up to date, providing concise and accurate information.
- To develop co-operative and collaborative working relations across the hubs and with other Consultant Social Workers in order that projects or general work matters which impact on more than one social work hub can be carried out efficiently and without delay to the benefit of service users.



- To deputise for the Group Manager in respect of cases, including advising the Trust on high level complex and contentious issues which could potentially have profound implications for the Trust.
- To contribute to the development of policies and procedures for the relevant service area, and to actively participate in policy formulation for the Trust.
- To ensure effective working relationships across the Trust and with partners and stakeholders.

Safeguarding

Slough Children's Services Trust works within the statutory guidance, Working Together to Safeguard Children 2018, and all our policies and procedures can be viewed at:

<https://www.proceduresonline.com/berks/slough/index.html>

Sometimes we may need to share information and work in partnership with other agencies, when there are concerns about a child's welfare. We will ensure that our concerns are discussed with parents/carers first, unless we have reason to believe that such a move would be contrary to the child's welfare.

The GDPR and Data Protection Act 2018 place greater significance on organisations being transparent and accountable in relation to their use of data. All organisations handling personal data need to have comprehensive and proportionate arrangements for collecting, storing, and sharing information.

The GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe.

We actively support the Government's Prevent Agenda to counter radicalism and extremism.

Our Designated Safeguarding Lead is Sandra Davies, Head of Quality Assurance and Safeguarding.



Person specification

No.	Competency	ASYE	Social Worker	Senior Social Worker	Social Work Team Manager
1.1	Professional Social Work Degree or equivalent	Essential	Essential	Essential	Essential
1.2	HCPC Registered	Essential	Essential	Essential	Essential
1.3	DBS Check	Enhanced	Enhanced	Enhanced	Enhanced
1.4	Indicative post graduate experience	0 years	12 months (ASYE)	2 years +	4 years +
1.5	Professional Standards	Essential	Essential	Essential	Essential
1.6	Knowledge and Skills for Child and Family Social Workers – issued by DfE	Essential	Essential	Essential	Essential
1.7	Ability to write reports to a high standard	Essential	Essential	Essential	Essential
1.8	Understanding of children and families legal framework and assessment process	Desirable	Essential	Essential	Essential
1.9	Understanding and experience of child protection procedures	Desirable	Essential	Essential	Essential
1.10	Current UK driving licence	Desirable	Desirable	Desirable	Desirable
1.11	Access to own vehicle (insured for work purposes)	Desirable	Desirable	Desirable	Desirable
1.12	Management experience	Not required	Not required	Not required	Essential
1.13	Postgraduate qualification in relevant Social work discipline	Not required	Desirable	Desirable	Desirable