

Job Accountabilities – Head of Service; Social Work Teams, Operations Directorate

- To be a member of the Trust's Senior Management Team, as a Head of Service, and support the Executive Management Team to ensure that there is a relentless focus on good practice to ensure the Trust continually strives for excellence, tenaciously improving outcomes and making a difference for the children, young people and families in Sandwell
- To provide strong professional and managerial leadership across the service area, including setting clear objectives and measures, managing performance and resources, and assessing impact/risk
- Working in partnership with the Senior Management Team, partners and key stakeholders to develop and promote excellence, collaboration and co-operation to ensure there is a whole system approach to support and safeguard children and improve their outcomes
- To provide high quality and cost-effective services, which achieve the strategic aims of the Trust and the broader partnership
- Taking a whole system holistic approach to ensure children, young people and families are at the heart of everything.
- Strategic and overall accountability:
 - To work with our local partners to ensure there is a strong focus on prevention and early help support, ensuring that children and their families receive the right support at the right time supporting the reduction of statutory intervention.
 - Champion and deliver an ethos of thinking permanence for our children from the onset of our intervention, with a clear aim of supporting children to remain in their own families where possible.
 - To utilise internal and inter-agency performance and quality assurance systems to ensure a good understanding of the quality of practice and performance in the service and be responsive when desired outcomes are not being achieved.
 - Promote and lead a culture where Sandwell Children's Trust is innovative and is known as a learning organisation where practitioners can benefit from a strong ethos of learning and development to ensure that social workers and managers are equipped with the skills to deliver excellent social work practice and interventions.
 - Ensure that children are appropriately safeguarded by timely and highly effective interventions aimed at reducing risk and vulnerability and providing excellent support to families.
 - Ensure services for disabled children are of provided to a high standard and that support to families is well co-ordinated with SEND services and by making good use of the 'Local Offer'.
 - Work closely with the Regional Adoption Agency to ensure timely and high-quality adoption placements in order that children can enjoy permanent family life.

- To embed a culture of continuous practice development and improvement across services through the effective quality assurance and performance framework.

5 July 2021