

Sefton Children's Social Care

Senior Leadership Opportunities



#MakeADifference



Sefton is a diverse and exciting local authority that is on a journey of aspiration and ambition as it works towards delivering it's exciting Sefton 2030 Vision. This journey is shared with our partners and communities as we strive to ensure Sefton is a confident and connected borough. There is no better time to join Sefton; we are determined to make improvements with innovative changes planned to include a partnership with Leeds City Council to look at a whole partnership and Social Work approach as we adopt Leeds Family Valued Model. With significant investment and a new senior leadership team, we are confident that we can achieve our vision – that is for every child and young person in Sefton to be heard, happy, healthy, and given opportunities to achieve.

We want to support our Social Work teams to do their best work and for all employees across the service to be happy coming into work; feel valued and supported as people and professionals. We want our people to invest in Sefton so that we can provide children, young people, and families with consistent support as we know that this can help us to build relationships and make a difference. We have increased the number of Assistant Director posts to provide greater focus and oversight and reduced the span of control for Service Managers to allow for increased support and opportunity for strategic planning. In addition, we have created a Principal Social Worker role to allow us to drive excellent Social Work practice, develop our Social Work Academy and opportunities to “grow our own”.

It's an exciting time to join Sefton to become part of a permanent leadership team. We are looking for people who are ambitious for our Children and Young People and be part of our improvement journey.

#MakeADifference

Sefton “One Council Values”

We have developed a clear set of “One Council’ Values – these relate to how we deliver services and the way in which we treat one another and talk about Sefton to others. These are:

- Put people at the heart of what they do
- Listen, value, and respect each other’s views
- Develop a culture of challenge, ownership, innovation, and improvement
- Be ambassadors for Sefton
- Be responsive and efficient
- Be clear about what they can and cannot do

Choose Sefton as your next place of work

Sefton is a great place to live and work; a northern borough of Liverpool City Region with more than 273,000 residents. Sefton boasts 22 miles of stunning coastline; it is a leading coastal tourist destination with a flourishing visitor economy. Spanning the busy Port of Liverpool, the famous Antony Gormley’s ‘Another Place’ installation, attractive beaches, and dunes, to the resort town of Southport. The diversity of the borough provides a unique mix of urban and natural setting.

Those who choose to work in Sefton will have access to the world renowned Aintree Racecourse and famous golf courses alongside National Trust nature reserves where people can relax and have fun. With excellent transport links Sefton is well placed for accessing cities across the Northwest, including Liverpool and Manchester and is close enough to the Lake District and North Wales for short weekend breaks away. With vibrant town centres, intimate commuter towns, beautiful villages and stunning coastal and rural locations, everyone can find their perfect home in Sefton which offers access to suitable and affordable housing.

Sefton Council has excellent links with partners, businesses and communities who are integral to the delivery of our products and services. This includes being a founding member of ‘New Realities’, a ‘can-do’ collaborative agreement for Sefton Council and Sefton’s Voluntary, Community and Faith sector, working collaboratively to improve the wellbeing of everyone in our communities.

Our improvement journey

During our recent Ofsted inspection in February 2022, inspectors noted some outstanding practice from social care practitioners across the service, evidence of early improvements in some key areas and provided further direction as to areas we know require significant improvement. We are on an improvement journey; understand our strengths and areas for development and have received significant investment to strengthen our capacity to deliver and improve outcomes for children, young people, and families. It is imperative that we recruit the right people to our senior management team so that we can achieve stability at this level and lead by example .



Our offer to you

- A warm Sefton welcome
- Support and direction from Director, Assistant Director, and senior manager team
- A comprehensive induction programme
- Monthly supervision and commitment to Personal Development Plan
- Lead Council member support
- A competitive salary; with a £4000 market supplement
- 27 days annual leave rising to 32 days with 5 years continual service and 8 bank holidays
- Enhanced sick pay scheme, maternity/adoption leave pay and maternity support leave
- Opportunities for agile/flexible working
- Access to level 5 managerial courses and level 7 senior leaderships qualifications
- Manageable caseloads for your teams
- Robust ASYE, Senior Social Worker progression and practice educator programmes in partnership with HEIs
- Excellent training and development opportunities for your teams to access to include external accredited opportunities
- Partnership with Research in Practice, providing access to online webinars, podcasts and materials linked to the latest research and policy updates to support your CPD and inform evidence-based reports
- Local Government pension scheme
- Access to free eye tests and where appropriate, contribution towards spectacles
- Occupational Health Service available to advise on work related health issues
- Commitment to supporting staff's emotional and mental health with access to a free and confidential employee counselling service
- Discounted gym membership with all Active Sefton gyms
- Cycle to work scheme
- Salary sacrifice schemes including childcare vouchers
- Access to local benefits and discounts on products and services
- Relocation package as appropriate

We would love to hear from you if you feel that we would be a good fit for you personally and professionally. We appreciate that you may have additional questions or want to speak to someone who already works in Sefton to find out more about us. Please contact Laura Knights on 0151 934 4481 or email Laura.knights@sefton.gov.uk who will be happy to speak with you or put you in contact with someone from the senior management team who can share their perspective.

Please also take a look at our video and see how together we **#MakeADifference**

www.sefton.gov.uk/socialworkrecruitment



We are looking to recruit to the following post to strengthen our leadership team:

- Service Manager - Safeguarding

Sefton Children's Social Care

In Sefton, we keep children at the heart of all we do. Here is an outline of services we provide at different stages of their journey:

Targeted Family Support

Early Help in Sefton is a partnership approach to supporting children and their families as soon as possible. Based on information gathered through assessment the right professionals will work with the family to support them to improve their outcomes. A plan is put in place and reviewed regularly to ensure progress is measured and improvements stay on track in children and families can also benefit from signposting, advice and guidance through community and voluntary services. Within Sefton, Family Wellbeing Centres (FWC) comprise of 10 Council Hubs across the three localities and 3 commissioned FWC based in primary schools.

MASH (Multi Agency Safeguarding Hub)

The MASH is Sefton's "front door" into Children's Social Care and the first step to achieving positive outcomes for children, young people, and families in Sefton. Our MASH service which has recently been redesigned will continue to work with Early Help to offer the best possible service to children, young people, and families in Sefton.

The MASH is a multi – disciplinary team who work together and have a clear understanding of thresholds of need and the importance of timely intervention and support for children, young people, and families. All MASH practitioners and managers are committed and experienced in safeguarding and have knowledge of relevant legislation. It is essential that those in MASH are skilled in gathering information and analysing risk. They rely on good communication with partner agencies and work openly and transparently with children, young people, and families to inform transfer to our assessment teams.

Emergency Duty Team (EDT)

Sefton EDT provides emergency support for children (and adult) services believed to be at risk of significant harm and for whom delay until the next working day may be detrimental to their welfare and safety. The service aims to respond to all statutory referrals that are considered an emergency; provide assessments and prompt and effective intervention when required. They can also offer advice and information to referrers.

Assessment Service

Our newly formed Assessment teams receive referrals from MASH and complete Children & Families assessments which recognise family strengths, identify support needs, concerns, and consider resources. In Sefton, we plan to embed Leeds Family Valued Model during 2022. Our Assessment Service is committed to delivering services that enable families to look after their children. Our practitioner's aim is to keep children within their family and community and involve them in assessments and planning. Practitioners and managers recognise that it can be difficult for families to receive a contact from Children's Social Care and try to work with families in a positive way to achieve best outcomes. The Assessment Service is fast paced and supported by energetic and enthusiastic teams.

Community Adolescent Teams (CAS) – Edge of Care

Our CAS teams support Children and Young People on the edge of care. The service is supported by experienced childcare practitioners who have expertise in this area, a good understanding of challenges facing young people and families and a passion for working alongside people and partners to increase understanding. CAS focus is to support families to remain together; they have scope to work creatively and are trained in facilitating family group meetings. CAS practitioners need to have a good understanding of contextual safeguarding and other factors that can undermine families and increase protection and support. Our CAS practitioners routinely work outside of office hours.

Children with Disabilities Service (CWD)

Our CWD teams moved across from Early Help to Children's Social Care in 2021. The service supports Children and Young People up to age 18 years who have a disability or additional educational needs. Our experienced practitioners have a good understanding of disability and a willingness to learn about individual need and impact from children, young people, and their families. Their voices and experiences must shine through. Practitioners work creatively, with families and communities to ensure all Children and Young People are safeguarded, supported to reach their full potential. Service Manager within Locality has oversight of our CWD teams.

Locality (Family Support & Protection)

We plan to have seven locality teams across Sefton borough. The focus of our locality teams is to work closely with families, whether this be under a child in need plan, a child protection plan or during court proceedings. All practitioner's aim to keep families together. When this is not considered to be in children and young people's best interests; they work openly with families to explain why other intervention is required; in conjunction with partners such as CAFCASS and the Family Courts.

Frontline

We have a Frontline learning unit which consists of four participants, a Consultant Social Worker (CSW) and a Deputy Consultant Social Worker (DCSW). The CSW works alongside participants using a systemic practice model with families. Frontline offers a dynamic learning environment and a reflective space to think about the families the unit are working with. The two-year, salaried Social Work training programme offers a unique opportunity.

Following year 1 in placement, participants will be allocated a position as ASYE Social Workers within the teams in Sefton and become a qualified Social Worker thereafter.

Cared For Children

Our cared for children teams support Children and Young People between 0-14 years who are in the care of Sefton MBC; and their families. They take their role as Corporate Parents very seriously. Our teams want the very best outcomes for our children who are cared for and have high aspirations for every child and young person. We expect our practitioners to go the extra mile and for their managers to have high aspirations too. Our teams undertake statutory visits to Children and Young People and work directly with them to understand their lived experiences, day to day lives, views, wishes, feelings and dreams. We do not expect relationships to come easy and realise that time is often needed to form trusting relationships. To this end, our aim is to reduce the number of practitioners involved in children's lives. If a change of worker is necessary, we have a responsibility to do our best to prepare children, young people, families, and carers in advance. The teams are committed to ensuring smooth transitions to our newly formed Young People's teams.

As part of our Cared for Children's Service, we have a Child Participation Officer and a Corporate Parenting Officer; both have a vital role to play in engaging young people who are accessing services / have experience of being cared for.

Sefton Young People's Team

In 2021, we formed two distinct teams within our Cared for Children's Service to improve support provided to our cared for teenagers and transition planning. Adolescence can be complicated for any young person, and we recognised that for cared for children they may experience different/ additional challenges to include risk of harm or exploitation. Our Young People's Teams are in the process of implementing creative, newly established frameworks and improved multi-agency partnership arrangements to support planning for independence. Our teams are supported by people who enjoy working with teenagers, who understand factors impacting on young people today and realise the

importance of family to cared for Children and Young People. They are committed to working at the young person's pace, ensuring pathway planning from age 15 years 9 months with introductions to our care experienced team at age 16. Those in our young people's teams have one thing in common; they have high aspirations for our young people and a can-do attitude which is encouraging and ensures our teenagers are heard and have the best chance of remaining healthy, happy with opportunities to achieve.

Care Experienced

Our Care Experienced Service seeks to support young people who are cared for by Sefton MBC from age 16 to 25 years. The team is supported by 2 Managers and a team of dedicated Personal Advisors who put young people at the heart of everything they do. We want all our young people to be supported into adulthood; for them to be prepared with independence skills and have a clear plan to look forward to whether this be remaining their foster carer; returning to family; supported or independent living. The voices of our young people and young adults shape the way the service delivers support; our Personal Advisors are there to listen, help, guide, advocate, and support those who have been cared for by Sefton MBC to help them achieve their ambitions and stability into adulthood.



Fostering Service

Sefton Fostering Service has expanded significantly over recent years. The service now consists of four teams:

- Team 1 – Mainstream Recruitment & Assessment
- Team 2 – Kinship Assessment and Special Guardianship
- Team 3 – Mainstream Support, Supervision & Review
- Team 4 – Kinship Support, Supervision & Review; Special Guardianship & Post Adoption Support

Our Foster Carers are supported by qualified Social Workers, experienced Placement Support Workers; Team Managers and an Assistant Team Manager who brings substantial experience of adoption planning and support. The team has the benefit of Recruitment and Marketing Officers, a Training & Development Officer, business support team and Fostering Panel Advisor. The focus of this service is to recruit more Foster Carers; assess friends and family and support new and existing Foster Carers and their families; reviewing all carers to ensure our children who are cared for, receiving the best possible care.

Adoption

AIM (Adoption in Merseyside) provides adoption services to children and families in Sefton as part of a regional adoption arrangement. AIM recruits and assesses prospective adopters and supports family finding, matching, and bridging until Adoption Orders are granted. Sefton Fostering Service business support team continue to support letter box contact between children, young people and their families and Team 4 of the Fostering Service also acts as a conduit with AIM.

Safeguarding, Review & Quality Assurance Service

This service is supported by experienced Social Workers who are employed as Independent Reviewing Officers. (IRO), Fostering Independent Reviewing Officer (FIRO) and Child Protection Chairs. The Service has business support, Team Manager support and a Assistant Director who also oversees Sefton Local Safeguarding Partnership. Our skilled practitioners get to know children and families in Sefton well. As Sefton develops its partnership with Leeds City Council and adopts Leeds Family Valued model during 2022; practitioners will further embed strength-based approaches to their work with families. The unit understands the work of Children's Social Care and helps children and families understand intervention and risk; plans are co-produced with input from partners, children, young people, and families to ensure they make sense and are timely and effective. The unit is committed to working with Children's Social Care to achieve best outcomes but also has an important role to give feedback to improve services, offer scrutiny and raise challenge in children and families' best interests.

Residential and Supported Accommodation

Springbrook is Sefton's short breaks provision for Children and Young People who have a physical disability or additional needs. The registered individual is currently the Service Manager for Cared for Children. Cherry Road Childrens home provides accommodation for young people between age 11 and 18 years. A new Service Manager post has been created to develop our residential offer working with commissioning services to achieve best outcomes and open additional homes for our Children and Young People.



Sefton Council



How to apply

www.sefton.gov.uk/socialworkrecruitment



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