

Candidate Applicant Information Pack

Haringey
LONDON



Children and Young People Services
2019



Foreword from Ann Graham Director of Children's Services

Dear Candidate,

Thank you for your interest in this opportunity.

We believe our children and young people deserve a great start in life, so we take pride in providing the best levels of protection, safeguarding and care. The Vision is that we will work together with families to ensure that every child in Haringey has the very best start in life, including world class education.

Haringey Council continues to develop as an innovative and supportive employer of choice and rewards staff with a competitive salary, excellent benefits including a retention incentive, generous annual leave and a commitment to professional development. For an overview of our service areas, benefits and career development opportunities, please see [here](#).

We hope that the information contained within this pack inspires you to join us and form part of a Children's Services department that puts relationship-based practice at the forefront of our vision for achieving positive change.

If you wish to join an ambitious forward-thinking employer and share our passion for innovation in child protection, choose Haringey!

Ann Graham
Director of Children Services

About Haringey Council

Haringey is a vibrant place to live with excellent transport links to central London and home to institutions of national and international significance, including Tottenham Hotspur and Alexandra Palace.

We are home to some of London's most desirable neighbourhoods with some parts being the most prosperous in the country, while others are currently undergoing exciting redevelopment and regeneration. Given this contrast, our diverse community presents varying needs and places different demands on the Council. It is therefore essential that our services fully reflect Haringey's diverse population and create real opportunities for all.

An overview of the main ways in which our services contribute to Haringey are outlined below:

- Our social care services for children and their families help people by providing services that are tailored to their individual needs and circumstances, helping them to remain both independent and integrated into wider society as far as possible, safeguarding them when necessary
- Our work co-ordinating and supporting schools helps to produce active, engaged citizens for the future, well-equipped to take their places in society and to contribute to economic and social life
- We have a vital role in keeping the Borough moving by maintaining roads and coordinating public transport
- We lead the stewardship of the Borough's environment, including disposing of waste, but also working to tackle climate change
- Our public libraries are both a valuable cultural resource and a civic hub, providing communities with the information and resources they need on a wide range of subjects.



Safeguarding and Social Care Service

The Safeguarding and Social Care Service consists of

- Children in Need of Support and Protection
- Children in Care and Placements
- Safeguarding Quality Assurance and Improvement

We are very proud of the work which we carry out in providing the highest levels of protection, safeguarding and care to Children and Families within the London Borough of Haringey. We were the first Local Authority to launch a full Multi-Agency Safeguarding Hub service (MASH) the first of its kind in the UK.

We apply the Signs of Safety Practice Model and this enables us to keep up to date with best practice and to focus on building a strengths-based relationship social work model. We recognise that although we have made real progress, we have a lot more work to do in achieving our Vision and Objectives. To be enabled to achieve our Vision and Objectives, we place high value on our employees and recognise the importance of strong supervision support, manageable caseloads and clear career progression pathways. Our employees are our greatest asset and we provide a comprehensive rewards package. Please click [here](#) for an overview of our rewards package.



The Opportunity

JOB DESCRIPTION

Directorate:	Children and Young People's Service
Business Unit:	Children & Families
Job Title:	Principal Social Worker
Grade:	HC1A
Reports to:	Assistant Director, Safeguarding and Social Care

Job Purpose

The post holder will have overall responsibility for working with colleagues in the Children and Young People's Service and with partners to develop and improve the quality of social work practice and service improvements. The post holder will provide strong leadership across all operational areas within Children's and Young People's Service and at a regional and national level.

With both a strategic and operational influence, the Principal Social Worker will be central to practice improvement across the service and for outcomes for children and young people.

The post holder will ensure that the social care workforce is enabled to focus on the highest quality practice through the development of a robust relationship-based practice model that currently includes signs of safety. The post holder will define what good social work looks like and with the Assistant Director, lead practice changes across children's service and in accordance with the Borough Plan.

The post holder will lead on the development and implementation of effective recording, assessment and intervention tools and processes that support the development of the highest quality social work practice.

Role Dimensions

The Principal Social Worker will work alongside the Haringey Quality Assurance Team and Learning and development officers.

The role does not have direct reports.

This post will act as a 'change agent' and work collaboratively with Assistant Directors, Heads of Service and operational managers to inform best practice outcomes.

The post may have line management responsibility for appropriate projects and programmes and may cover for colleagues' heads of service roles.

Generic accountabilities:

Leadership & management

To be accountable to the Assistant Director of Safeguarding and Social Care for establishing a cohesive and high functioning social work workforce by implementing cultural change and support the improvement of systems and processes to enable high quality social work practice to flourish.

To work with social workers and managers to enable to highest quality of practice that produces the best outcomes for children and young people.

To lead on the development and implementation of cohesive relationship-based practice models across all Children and Young People's Service and in line with the Borough Plan

To ensure that social work standards are maintained with appropriate monitoring and review procedures to ensure the provision of high-quality services.

Raise the profile of social work and more specifically the importance of effective evidence based social work practice.

Champion and advise on evidence-based practice, keeping up to date with research developments and ensure social workers and their managers are able to use research in their practice effectively.

Along with partners to contribute to the development of a strong multi agency practice and outcomes for children and families.

To take a supportive role on inspection preparations and outcome plans for Children's Social Care Services and for joint inspections as directed by the Assistant Director for Safeguarding and Support.

To lead on the production of the annual social care and on the annual children's service report.

To lead the undertaking of the annual social care health check

To champion social work practice across the Council through strategic partnerships

Forward Planning

In conjunction with the Senior Leadership Team develop strategic and operational planning and service developments in line with legislative changes and government guidance.

Support the planning, development and implementation of strategic and operational plans to meet political and business requirements and strategic outcome.

People and Performance Management

To work with colleagues across the service to improve the quality of practice and performance to evidence high standards of service performance

To identify opportunities for social work improvements across teams and services and to engage collaboratively with colleagues for effective implementation.

Use the appropriate performance management frameworks and service planning processes to monitor and develop the work of social workers in Haringey.

Service Quality

Be accountable for the quality of social work practice and for improvements in quality and efficiency of practice.

Use a range of information, data and analysis to support strategic commissioning decisions that support and improve social work practice and outcomes for Children and young people.

Working with elected members

To develop and sustain positive relationships with elected Members to ensure service priorities are effectively implemented and that Members are able to undertake their strategic monitoring role. Seek customer feedback and analyse trends or underlying issues and plan and deliver any improvements needed.

Ensure the learning from MP and Member enquiries and Freedom of Information requests and audit findings, in relation to social work practice are analysed and themes shared and addressed to improve the social work practice and the customers experience of social work.

Manage the preparation of communication on specific cases as directed by the Assistant Director and DCS.

Collaboration

Put in place clear and effective arrangements for engaging service users, with a particular focus on children and young people; partner organisations; related services; and the wider community in the development of social work practice, services and / or the achievement of strategic outcomes.

Communication

Create a channel through which front line practitioners can notify those in authority about how current organisational systems are affecting direct work with children and young people, especially in relation to safeguarding responsibilities both within CYPS and partner organisations.

Ensure that the concerns of front-line practitioners are communicated to DMT.

Ensure that information about the services is effectively communicated and promoted. Providing advice and guidance as required and ensure that managers and staff have the information they need to work effectively.

Managing Diversity and Equality

Understand the effects of discrimination and exclusion against certain groups of children, young people and their families and an ability to eradicate that discrimination through the promotion of inclusion and equality of opportunities.

Health & Safety

Be aware of and comply with current Health & Safety regulations and the Council's Health & Safety policy as it relates to the duties and responsibilities of the post.

Additional duties

To undertake any additional duties commensurate with the post as may be required by the Director, Chief Executive and Members

This position requires the post holder to undergo an enhanced DBS (Disclosing and Barring Service) check

Criminal Background Check

Safeguarding children and adults is of utmost importance to Haringey Council. The Council requires employees to abide by legislation and best practice. This role has been identified as requiring a Disclosure & Barring Service (DBS) check. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Equality and Diversity

Haringey Council is determined to act to ensure that our belief in diversity and equality of opportunity is integral to everything we do. It will inform every area of activity; from the way we provide services to the way we employ our staff. It is a central responsibility of all councillors, managers, staff and partners.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.

Our Values and Behaviours



Embedded in methods of operation and approach is the Haringey Council Values and Behaviours. These clearly communicate the method in which we successfully deliver our objectives and ensures all staff share a common purpose.

We want our future employees to reflect the values of:

Human

- We make it easy to deal with us
- We ask our customers what they think and listen to what they say
- We are aware of our impact on others
- We build trusting relationships
- We are honest and supportive
- We are passionate about difference

Ambitious

- We compare our performance with the best
- We continuously improve
- We are curious and innovative
- We look for different ways to do things
- We are brave
- We embrace change

Accountable

- We deal with things without being told
- We keep our promises
- We give credit where credit is due
- We spend taxpayer money as carefully we would our own
- We solve problems
- We all do our fair share

Professional

- We resolve matters the first time
- We serve others as we wish to be served
- We have the right skills
- We take pride in what we do
- We care about our reputation
- We are business-focused

Our Services and Leadership

The Council is led by the Chief Executive Zina Etheridge and a Senior Management Team who provide leadership to the authority and individual service departments:



The following is the list of the Senior Management Team and their Directorates:

- Director of Housing, Regeneration and Planning: Helen Fisher
- Director of Finance / Interim Chief Finance Officer (Section 151): Jon Warlow
- Director of Children's Service: Ann Graham
- Director Adults and Health: Beverley Tarka
- Director of Environment and Neighbourhoods: Stephen McDonnell
- Director for Customers, Transformation and Resources: Richard Grice

Children's Services Senior Leadership Structure

Ann Graham – Director of Children's Services

Beverley Hendricks – Assistant Director for Safeguarding and Social Care

Gill Gibson – Assistant Director for Early Help and Prevention, Targeted response, Youth Justice and SEND

Eveleen Riordan – Assistant Director for Schools and Learning

Thank you for your interest in Haringey Council.