

Job Profile

Position Details	
Post	Pause Practice Lead
Service Area	Children's Services
Reports to	HOS
Grade	PO7 (Plus 2 increments)
Job Family	To be completed by HR

Role Purpose
<p>To provide leadership to the Pause Haringey to ensure the implementation and delivery of an integrated package of health, therapeutic and social support. The Pause Practice Lead will aim to address the complex needs of women and reduce the numbers of children being removed into care.</p> <p>The work of Pause breaks the cycle of vulnerable women having 3 to 5 children removed from their care and placed for adoption. The overall plan is that vulnerable women will be offered intensive support to improve their live style, thus can become safe parents. This will result in their child remaining in their care.</p>

Main Responsibilities
<ol style="list-style-type: none"> 1. Effectively lead and coach the Pause Practice to achieve positive outcomes for women - setting vision, targets and priorities. 2. Work with the Pause National Practice Lead, to ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with women and ensuring the most effective form of long acting reversible contraception is in place. 3. Ensure effective pathways are established and maintained with key agencies, e.g. sexual health, housing and mental health. Women will be supported to have future planned pregnancies. This will result in most women being able to keep their babies and will lead to a reduction in care proceedings. 4. Ensure an evidence base is applied to practice through assessment of a woman's needs, case formulation, intervention delivery and review. 5. Ensure outcomes are achieved and monitored through the Pause Monitoring, Evaluation and Learning Framework and that real-time data is used to improve practice and reported to relevant funders. 6. Report to the Local Pause Board and any other relevant funders; the Board will review and monitor the work of Pause to ensure the aims and objectives of Pause is being met. 7. Manage expenditure of the Pause Practice and ensure any financial spend on women is aligned with their goals as set out in the care plan. 8. Ensure the effective management of all statutory requirements related to Pause Haringey at all times, including safeguarding of vulnerable children and adults, and health and safety of staff; 9. Represent Pause to external stakeholders. 10. To be responsible for the effective management of a team and ensure that the service provided is of the highest professional standard and Pause priorities are achieved. The work of the team will be overseen by the Board.

Generic Responsibilities
<ol style="list-style-type: none"> 1. Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements. 2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies. 3. Knowledge and experience of using IT. 4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
<ul style="list-style-type: none"> ○ Experience of leading a practice team on a day-to-day basis; 	E
<ul style="list-style-type: none"> ○ Experience of providing case management and supervision to a team working with clients with complex needs; 	E
<ul style="list-style-type: none"> ○ Experience of working with families/individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and demonstrate ability to create rapport and build effective relationships; 	E
<ul style="list-style-type: none"> ○ Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, relationship and strength-based intervention 	E
<ul style="list-style-type: none"> ○ Knowledge and understanding of the complex and intersecting needs of this client group; 	E
<ul style="list-style-type: none"> ○ Knowledge of adult safeguarding, childcare legislation, local Child Protection Procedures, and an understanding of child development, parenting capacity and risk and protective factors. 	E
<ul style="list-style-type: none"> ○ Relevant professional qualification and/or experience e.g. nursing, social work, mental health, education, criminal justice, youth work, therapeutic practice, counselling, criminal justice or equivalent; 	E
<ul style="list-style-type: none"> ○ Professional registration (if appropriate); 	
<ul style="list-style-type: none"> ○ Evidence of continuing professional development; 	
<ul style="list-style-type: none"> ○ A satisfactory Disclosure and Barring check (DBS) enhanced level. 	
<ul style="list-style-type: none"> ○ Able to provide leadership, support and challenge to a multi-disciplinary team; 	
<ul style="list-style-type: none"> ○ Able to summarise, analyse and evaluate complex assessment information and use this to support staff to formulate and implement effective interventions; 	E
<ul style="list-style-type: none"> ○ Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for Pause women; 	E

○ Able to challenge, negotiate, advocate and collaborate;	E
○ A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner;	E
○ Able to write clear and concise reports;	E
○ Able to reflect on your own and your team's practice and identify and implement continuing opportunities for development;	E
○ The necessary computer literacy skills to produce good quality data in a variety of formats.	E

Main Contacts & Other Information
<p><u>Main Contacts:</u></p> <p>Head of Service Service Manager Mental Health Substance Mis-use partners Service Users</p> <p><u>Other Information:</u></p> <p>This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.</p>

Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
	x			
Are the staff based at the same work location?				Yes
Will the post holder be responsible for contract / agency / project staff?				No

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Yes		Use of a computer.	Yes	
Audio typing.	No		Crisis or conflict situations.	No	
Walking more than a mile.	No		Manual handling.	No	
Working alone or in isolation.	No		Working in confined spaces.	No	
Driving a car, van or minibus.	No		Preparing or serving food.	No	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	No		Working in awkward positions, e.g. stooping, bending, reaching.	No	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	No		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	No	
Regular and repetitive movements.	No		Working shifts / unsocial hours, nights.	No	
Outdoor work involving uneven surfaces.	No		Standing or sitting for prolonged periods.	No	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	No		Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
Cash/Financial Resources - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
Plant/Equipment - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
Data Systems - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
Buildings - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability: