

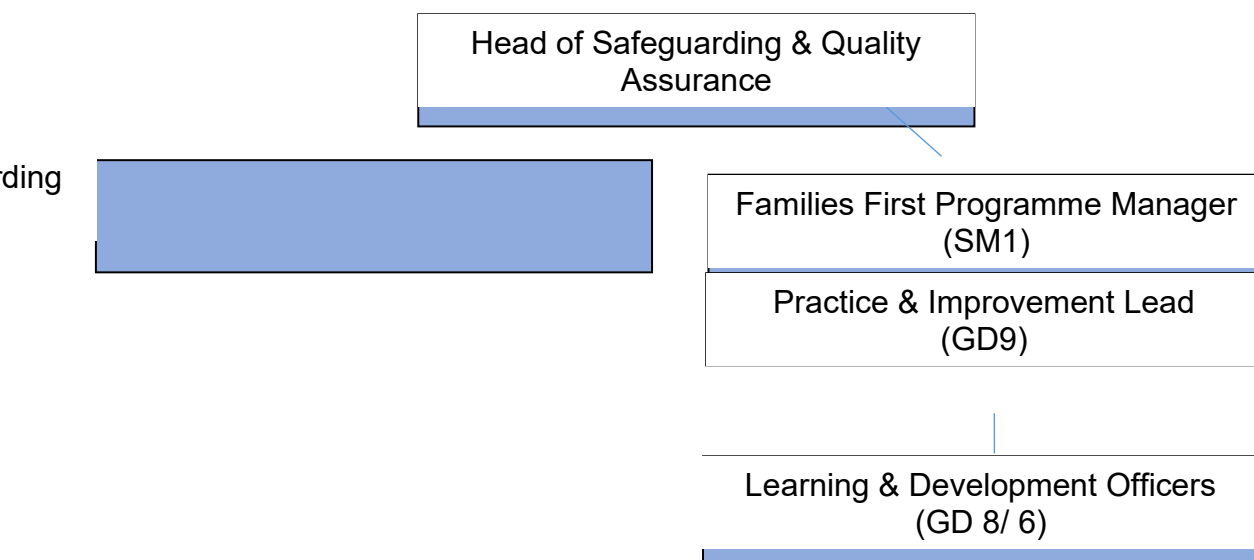
ROCHDALE BOROUGH COUNCIL

JOB DESCRIPTION

SERVICE	:	Children's Service Directorate
SECTION	:	Rochdale Borough Safeguarding Children Partnership (RBSCP) & Families First Programme Team
LOCATION	:	Rochdale Borough Safeguarding Children Partnership (RBSCP), Number 1 Riverside
Job Title	:	Practice & Improvement Lead: Families First Partnership Programme. (18-month fixed term)
Grade	:	9
Accountable to	:	Children's Services Families First Programme Manager
Accountable for	:	Grade 6/7 staff as appropriate (inc. Newly Qualified Social Workers) and equivalent across safeguarding partner organisations
Hours of Duty	:	37 hours in accordance with requirements of post – there will be some requirement to work outside normal office hours on occasion.
Any Special Conditions of Service		The Authority operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within in the immediate vicinity of the building which is wholly owned, leased or operated and occupied by R B C. Casual Car User Allowance Enhanced DBS

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

ORGANISATIONAL CHART



PURPOSE AND OBJECTIVES OF THE JOB

- To assist service directors and partnership leads in developing and maintaining high standards of professional practice that meet the core objectives of the Families First Partnership Programme
- To lead on learning and development activities that support the embedding of the Families First Partnership Programme
- To lead on multi-agency development through the design and delivery of learning activities that develop advanced practice skills of case holding practitioners across the Partnership, enabling them to produce evidence based specialist assessments, plans and record interventions accurately in line with the practice requirements of the Families First Partnership Programme .
- To take responsibility for the development of specific areas of professional safeguarding practice. Leading on various evidence-based specialist assessments, planning e.g. around Domestic Abuse, Neglect, Interfamilial abuse etc.
- To support, train and mentor a multi-agency workforce from safeguarding partner organisations inc. Newly Qualified Social Workers on the ASYE programme.
- To design, develop & deliver skills-based learning for a multi-agency workforce from safeguarding partner organisations inc. Newly Qualified Social Workers, through participation in the newly formed ASYE Academy,
- To produce high quality reports for the RBSCP, Families First Programme Board and Operational Group, Children's Services DMTs and CSMT outlining the impact of training interventions in upskilling the workforce.

Control of Resources

Personnel

Relevant grade 7/6 posts

Financial

Equipment/Materials

Responsible for the efficient and effective use of equipment and materials used by the post holder.

Health/Safety/Welfare

Responsibility for the safety and welfare of self and colleagues in accordance with the Health and Safety Policies of the Council.

Equality and Diversity

To work in accordance with the Authority's Policy relating to the promotion of Equality and Diversity.

Training and Development

The post holder will be responsible for assisting in the identification and undertaking of his/her own training and development requirements in accordance with the Council's Performance

Management Framework. SW England professional Standards and the Post Qualifying Standards (PQS) and strengthening practice programme.

Relationships (Internal and External)

Internal

- Colleagues within the Families First Programme Team.
- Colleagues within the Workforce Development Team.
- Colleagues across the Council.
- Relevant officers in other Services including Service Directors and senior managers
- Executive Leadership Team Elected Members

External

Staff from safeguarding partner organisations inc. Greater Manchester Police, Health providers, and Education.

Community Groups and Voluntary Organisations, members of the public, outside agencies and regulatory bodies, partner organisations, training providers and consultants, suppliers of goods and services, Colleagues in AGMA (Association of Greater Manchester Authorities), other local authorities, Department for Education, Department of Health, and other agencies involved in training.

Responsibilities

The post holder must -

- (i) Perform his/her duties in accordance with Rochdale Council's Equality and Diversity Policy.
- (ii) Ensure that Rochdale Council's commitment to public service orientation and care of our customers is provided.
- (iii) Work in accordance with the SW England professional standards and/or alternative professional standards from a relevant safeguarding partner.

Values and Behaviours

Approach the job at all times using the values set out in the Rochdale Way:

- Proud of the difference we make
- Passionate about the diversities of the Borough
- Pioneering and Open in our Approach

Be aware of and apply the Rochdale Way behaviours at all times.

Principal Duties

1. To lead on and facilitate key learning and development priorities that support the Families First Partnership Programme and promote the desired culture change in Children's Services and wider Partnership.

2. To work in partnership with key stakeholders and multi-agency decision making groups to develop and deliver training that supports the embedding of the Families First Partnership Programme.
3. To develop and deliver specific areas of professional development that links Quality Assurance activities into workforce development and meet the objectives set by the Rochdale Borough Safeguarding Children Partnership and Families First Partnership Programme project plan.
4. To lead and promote the development of high standards of professional practice across the service and through RBSCP and the Real Trust, by providing expert training and guidance for social workers and alternatively qualified workers across the safeguarding partnership.
5. To liaise with Advanced Practitioners and other senior case holding staff to ensure that key learning and development interventions are consolidated in the practice of less experienced staff.
6. To evaluate training/learning delivered, measuring its impact and outcomes for children & families, and write high quality reports for the RBSCP Learning and Development Sub-Group, Families First groups, and Children's Services DMTs and CSMT outlining the impact of training interventions in upskilling the workforce.
7. To provide a consultancy service to Directors, Services and Partner leads to deliver bespoke interventions or other relevant support to improve ~~service~~ practice across the safeguarding partnership.
8. To provide guidance, recommendation and challenge to Practice and Families First Workstream Leads around how the service improves practitioner core skills and knowledge development within the Service
9. To work collaboratively with partner agencies and other local authorities to develop the Families First Learning & development programme.
10. To be committed to ensuring learning and development programmes address issues of equality and promote anti-discriminatory practice.
11. To recognise the need for and apply differentiation methods for those who may need extra or different support to learn and achieve, to meet the needs of a diverse workforce. When appropriate, advocate for extra or different learning opportunities, on behalf of learners
12. To be committed to continuous professional and personal development and to update knowledge in line with developments in the field.
13. To contribute to the development of relevant workforce development policies, procedures, and guidance (including induction framework) within the service.
14. To research and write reports and other papers as needed in relation to developing workforce practice within the context of the Families First Partnership Programme.
15. To employ new technologies within learning & development sessions
16. To disseminate key information across the Service and safeguarding partnership to keep key stakeholders up to date with new research, guidance or legislative developments and research related to developing the Families First Partnership Programme approach.

17. To be responsible for the promotion of own and Service professional development in accordance with the requirements of continued registration with SW England or other relevant professional registration/standards.
18. To participate in a Delve conversation and Provide evidence of CPD that meets the requirements of the SW England Professional Standards & PQS at Advanced Practitioner level or other relevant professional standards.

Secondary Duties

- 1 To participate in Council programmes of in-service training as a trainee and when required as a trainer facilitator.
- 2 To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by the Service Head (or nominated representative) in consultation with the post holder (and if he/she so wishes, with his/her Trade Union representative).

As appropriate to represent the service at meetings, conferences, workshops with other agencies and partners both internally and externally, including universities and colleges, regarding vocational and professional training.

Job Description prepared by	Stewart Tod	Date	June 2026
	_____		_____
Agreed by post holder		Date	_____
	_____		_____
Supervisor		Date	_____
	_____		_____
Chief Officer		Date	_____
	_____		_____

**Rochdale Borough Council
Person Specification**

Service :	Children's Services	Post:	Practice & Improvement Lead: Families First Partnership Programme. (18 month fixed term)
Section :	Rochdale Borough Safeguarding Children Partnership	Post Number :	
Job Ref:		Grade:	9

Note to Applicants:

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you.

If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

Criteria		Essential (E) or Desirable (D)	How Identified: AF Application Form I Interview A Assessment
Filter Questions			
1	Do you have a relevant-professional qualification in working with Children and Young people (e.g. Education, Youth Work, Early Years, Social Work, Health)	E	AF
2	Do you have at least 3 years post qualification experience of working with Children/Young People and their families?	E	AF
3	Do you have experience consulting at a senior level in design and delivery of learning and development programmes?	D	AF
(a) Special Working Conditions			
1	Please confirm you are able to attend undertake occasional out of hours working	E	AF
2	Please confirm that you are willing to travel in the course of your duties.	E	AF
3	Please confirm that you are willing to take a DBS	E	AF
(b) Qualification and Experience			
4	Please give details of your specialist knowledge in education through experience and/or qualification.	D	AF/I
5	Please give details of your experience in operating as	D	AF/I

	consultant at a senior level in design and delivery of learning and development programmes and initiatives producing tailored interventions to a customers' brief.		
6	Please give details of your experience designing and delivering learning and development interventions and planning and developing trainings	E	AF/I
7	Please give detail of your in-depth knowledge of safeguarding work with children, young people and families.	E	AF/I
8	Please give details of your experience of undertaking direct work with children and young people,	E	AF/I
9	Please provide evidence of your experience of risk management, including preparing specialist assessments and writing plans.	E	AF/I
10	Please give examples of how you have assessed and analysed complex situations and family dynamics.	E	AF/I
11	Please give details of your knowledge and experience of safeguarding supervision and how this can be complemented by mentoring and coaching to professional colleagues in accordance with the SW England Professional Standards or other relevant professional.	E	AF/I
12	Please provide evidence of substantial post-qualifying CPD Including evidence of Continuous Professional Development in safeguarding practice or equivalent.	E	AF/I
(c) Skills and Knowledge			
13	Please give details of your wide knowledge of models of intervention, their effectiveness and outcomes.	E	AF/I
14	Please provide evidence of extensive safeguarding experience and the use of a range of tools to assess, analyse and plan interventions. Also tools that help practitioners explore parenting capacity	E	AF/I
15	Please give details of your knowledge of relevant legislation, regulations, standards, guidance, policy and procedures. Specifically, the guidance around the Families First Partnership Programme	E	AF/I
16	Please give details of your understanding of the regulatory and inspection framework within which children's services operate and the skills that you have to support the department in preparing for these.	E	AF/I
17	Please provide evidence of enabling others in practicing core practitioner knowledge and skills (i.e. assessment, planning and parenting capacity)	E	AF// A
18	Please provide evidence of your consultancy skills; ability to listen to and value the contributions of others, to demonstrate understanding of their problems and needs and develop solutions accordingly.	E	AF/I
19	Please give details of your ability to communicate effectively with the Service, partners and stakeholders, both verbally and in writing	E	AF/I
20	Please provide evidence of your knowledge of a range of learning and development methodologies. Ability to design and deliver a course or presentation in a way that engages an audience. Provide evidence of using technology.	E	AF// A

21	Please provide evidence that you are proactive with the ability to work creatively, generate own ideas and solutions. Use creative approaches to help adults learn, including responding to learning styles and overcoming barriers to adult learning.	E	AF// A
22	Please provide evidence of ability to write summary reports analysing and evaluating the impact of training programmes to support senior leaders in decision making.	E	AF/I
23	Please provide evidence of interpersonal skills, including the ability to challenge, advocate and negotiate with senior managers.	E	AF/I
24	Please give details of your I.T skills in relation to email, data management, report writing and presenting to an audience both face to face and virtually	E	AF// A
25	Please provide details on your ability and commitment to work in accordance with the SW England Professional Standards.	E	AF I
d)	Values and Behaviours		
	Approach the job at all times using the values set out in the Rochdale Way: • Proud of the difference we make • Passionate about the diversities of the Borough • Pioneering and Open in our Approach Please confirm you are willing to adhere to these values and behaviours.	E	AF I