

North West Multi Agency Safeguarding Learning and Support Hub

Job Opportunity: Multi Agency Workforce Development Lead

North West ADCS and Department for Education Collaboration

Salary: MB3

*where current pay is higher secondment basis will be on the existing terms and conditions of the secondee, subject to agreement by both employers

The North West has received grant funding from the Department for Education (DfE) to deliver a Regional Improvement Plan Pilot (RIPP) as part of the Government's Care Reform agenda.

The RIPP is a new approach to Children's Social Care improvement. It utilises a collaborative decision-making and delivery structure between DfE, the 24 NW local authorities (LA), NW Association of Directors of Children's Services and multi-agency partners. The RIPP has three workstreams: Partnerships, Workforce and Sufficiency. Each workstream is led by a Director of Children's Services in the region.

The Partnership workstream works across the 24 Safeguarding Partnership Arrangements in the North West. The ambition is to support local safeguarding partnerships to meet the requirements of *Working Together 2023* and the National Framework for Children's Social Care.

In the programme's first year, a regional thematic analysis of Multi-Agency Safeguarding Arrangements (MASAs) was conducted, involving engagement with 80% of the North West's Delegated and Lead Safeguarding Partners.

The thematic analysis identified the ambition to achieve the below through sub regional and regional approaches with **the long-term vision for a self-improving partnership led system, co-produced by local leaders, focused on promoting whole systems thinking.**

- **Better share** and build on multi-agency practice that is improving outcomes for children and families.
- **Better enable** the system to understand the effectiveness of multi-agency practice and to effectively drive a continuous learning culture.
- **Better collaborate** by facilitating spaces to understand local, sub regional and regional commonalities to agree priorities for practice collaboration.

A regional Strategic Partnership Conference co-produced the delivery model to achieve the above ambition, which is The North West Multi Agency Safeguarding Learning and Support Hub. This role will sit in the hub alongside 4 new roles for a period of 12 months.

Reporting to the Performance and Impact Support Lead, this role will lead and deliver on the following key activity:

Activity	Detail
<p>The coordination and the delivery of the NW Multi agency safeguarding training</p>	<p>The post holder will develop and implement the following, in partnership with the region:</p> <ul style="list-style-type: none"> • Multi Agency Safeguarding Partnership Arrangement (MASA) induction programme and mentoring support for delegated and lead safeguarding partners • MASA business manager development programme • Regional training programmes <p>All training will aim to increase capacity and confidence in understanding and addressing Equity, Equality, Diversity and Inclusion across Safeguarding Partnerships.</p>
<p>Develop and lead a NW network of MASA training leads, identifying opportunities to collaborate on training the delivery of training, at a sub-regional and regional level.</p>	<p>Create and led this network, supporting identification of collaborative opportunities, aimed to reduce the time spend locally to deliver training that is relevant for all MASAs. The network should aim to coproduce a consistent way to review the impact of training upon practice.</p>
<p>Develop regional and national links with subject matter experts, to ensure the NW is benefiting from the right expertise and is a head of the curve regarding practice development opportunities.</p>	<p>The post holder will have excellent relationship skills, and will be linking with national leads to horizon scan and enable the north west to effectively prepare and respond to learning through its workforce development plans</p>
<p>Support the coordination of a peer review process for NW MASAs</p>	<p>Support the wider partnership activity on peer reviews for the region</p>

Essential Experience and Skills for the Role

To be successful in this role, you need to demonstrate:

- **Proven experience** in developing and delivering training in safeguarding
- **Strong understanding** of national policy and practice reforms in safeguarding and social care.
- **Ability to measure and evidence** the impact of training on service improvements.
- **Excellent communication** and engagement skills.
- **Proven ability to deliver high-quality reports** that clearly and effectively communicate opportunities for collaboration and best value approaches.
- **Strong multi-agency collaboration skills** with a track record of building positive relationships with diverse partners to drive positive outcomes.

Other information:

- Initial secondment/fixed term contract is for 12 months
- This post is grant funded by the DFE as part of the care reforms
- If you are interested in this post, you are encouraged to discuss it with your current employer prior to application to establish if a secondment is likely to be supported should you be successful.

JOB PROFILE

TITLE: NW MASA Multi Agency Workforce Development Lead

TENURE: Twelve-month secondment or fixed term contract

LINE MANAGEMENT: Programme Director

Matrix: Colleagues delivering key change programmes in the North West region across all 24 local partnerships

SALARY: TBD but at least consistent with the individual substantive post.

OVERALL PURPOSE

This role has emerged from the findings of the thematic analysis and collaboration with partners. It is intended to bring capacity and to enable a self-improving partnership led system, co-produced by local leaders, focused on promoting whole systems thinking.

Key Responsibilities of the Role

- Develop and chair a North West (NW) network of MASA training leads, identifying opportunities for collaboration on training resources and delivery at sub-regional and regional levels.
- Work alongside the co production and participation lead to ensure all training delivered is embedded in the views and experience of out babies, children, young people and parents.
- Produce a best value approach report, to the delivery of multi-agency training at both a local, sub regional and regional level
- Address training gaps in knowledge and capabilities in **Equity, Equality, Diversity, and Inclusion (EEDI)** across Safeguarding Partnerships
- Organise and arrange the delivery of NW Safeguarding training.
- Develop and implement a process to review the impact of training on partners' practice.
- Build regional and national links with researchers and experts, ensuring the NW benefits from leading expertise and remains ahead of the curve in practice development.

- Support the coordination and mentoring of NW business managers through a **buddy/mentoring system**, enabling MASAs to benefit from more mature arrangements.
- Support the coordination of a **peer review process** for NW MASAs.
- Develop and implement, a **continuous professional development programme** for NW Business Managers.
- **Risk and issue management:** Proactively manage and communicate risks, issues, and opportunities with the programme director to ensure programme success.
- **Collaborate across workstreams:** Actively contribute to the virtual team working on other workstreams and the wider RIPP programme.
- **Undertake additional duties:** Perform other reasonable responsibilities in line with the role's level and scope.

ROLE SPECIFIC, SKILLS AND EXPERIENCE

- Excellent organisational skills, with the ability to plan and deliver complex training and development programmes.
- A skilled communicator, able to engage effectively with multi-agency partners, children, and young people.
- Strong understanding and ability to embed EEDI principles into training development, delivery, and impact review.
- Strategic thinker who works cross-functionally and cross-organisationally, considering long-term strategic goals beyond immediate priorities.
- Ability to create and implement a performance framework to support improvement.
- Skilled in setting clear objectives, planning activities well in advance, and adapting to changing circumstances, ensuring performance is monitored against key milestones and deadlines.

- Strong analytical skills, able to interpret a wide range of data and sources, identify patterns and relationships, and understand how individual issues fit within a larger system.
- Experience in developing, managing, and motivating staff, with a focus on workforce development.
- Strong knowledge of workforce development strategies, techniques, and approaches.
- Demonstrable experience in implementing and supporting workforce development programmes in a large and diverse organisation.
- Proven ability to work collaboratively to identify and address workforce development needs through a flexible programme of delivery.
- A sound understanding of the national policy context for local government, particularly in relation to safeguarding and children's social care.
- Awareness of the national policy context for skills and workforce development, including relevant national guidelines and opportunities.

This is a senior-level role, requiring someone who can not only deliver exceptional multi agency workforce development plan but also shape the strategic direction and impact of engagement activities within a complex, multi-agency environment.

ADDITIONAL INFORMATION

- A requirement to work outside of normal office hours/flexible working patterns is an inherent part of the post.
- Able to travel around the North West region
- Ability to work remotely.
- The role offers flexible working