



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – Best for Inclusion winner at the Greater Manchester Good Employment Awards 2026

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

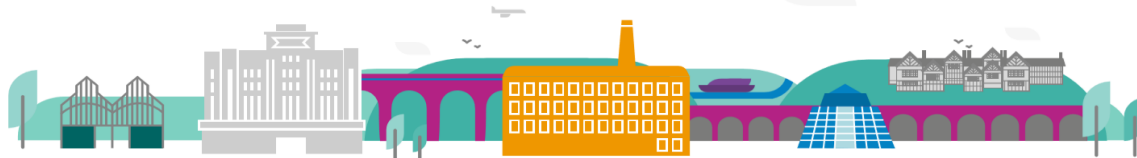
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





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About the Job

Role:	Team Leader
Service Area:	Stockport Family
Directorate:	Services to People - Childrens
Salary Grade:	MB3

Main Purpose of the Job

The role includes holding a social work qualification and registration with Social Work England. Post holders will lead a team of social workers and social care officers to deliver high-quality support and protection and plans for permanence which improves outcomes for children, young people and families. Post holders must demonstrate strong risk assessment and management alongside prioritising of tasks in a fast past environment with competing and ever changing demands, including leading a team during duty.

Post holders will drive and maintain the high performance of their team through leadership and performance management, setting high expectations, regular quality assurance, practice improvement activities and inspections.

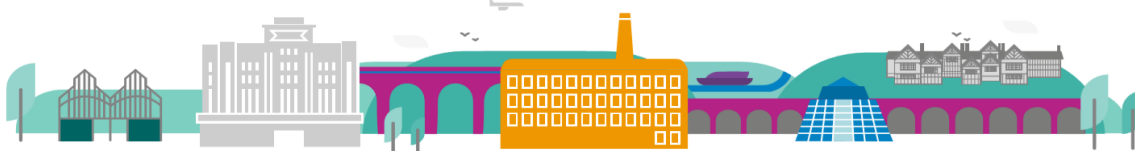
Post holders are responsible for team-based development of high-quality social work/social care delivery, by ensuring casework and interventions are appropriately planned, critically evaluated and reviewed and that key performance indicators and Stockport's practice standards are met by all staff.

You will ensure that service planning is based on a systematic needs assessment and that service performance meets national, local objectives and in line with agreed quality standards within national and local procedures.

You will lead and support a restorative and systemic practice culture within the team and across the partnership.

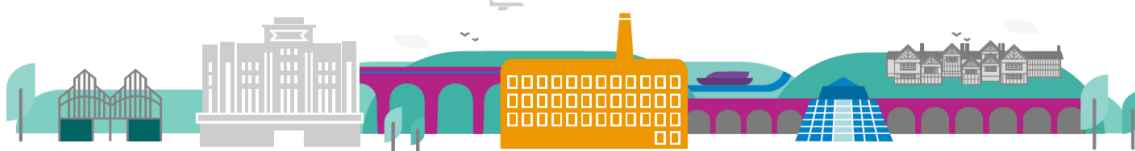
Key Responsibilities

- To lead and influence practice systems within Stockport Family to develop excellent practitioners and deliver excellent outcomes.
- To provide clear and visible leadership in the delivery of excellent services for children, young people, and families in Stockport Family
- To ensure an effective, co-ordinated response to the needs of children, young people, families in need and carers (either early help or statutory social work functions) through the provision of high-quality supervision and support to their workers.



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- To be an ambassador for Stockport Family and the principles of restorative practice, quality conversations, collaboration, and minimal points of transfer.
- The postholder will, in discussion with key partners, decide on entry and exit to their service based on professional assessment of need and risk and evidence of outcomes achieved including chairing pre-proceedings meetings with parents and legal representatives.
- The postholder will need to manage the workload of the team and caseloads of individuals, ensuring that these are at safe and manageable levels to ensure the effective delivery of services. The postholder will escalate any issues in relation to capacity to senior leaders, where workloads become unsafe or unmanageable, taking proactive action.
- The postholder will attend and represent their service at key decision-making forums within the local authority, across GM and where appropriate, nationally (for example, Complex safeguarding forums, daily risk meeting, MARAC, Staying Safe, fostering and adoption panel).
- The post holder will participate in the development and delivery of training and development opportunities for the workforce, including for their team, wider service, carers and partners.
- The post holder will ensure emotionally intelligent and reflective case management and practice supervision is offered to all team members, to ensure that workers are practising confidently and safely in line with statutory guidance/legislation.
- Post holders will facilitate partnership supervision to allow exploration of different professional views and opportunities to resolve/prevent conflict with a view to modelling supervision skills and problem-solving skills whilst achieving safe and positive outcomes for children and families/ carers.
- The post holder will work closely with all team leaders across Stockport Family to ensure a coordinated and consistent response to children and families at time of need, support or protection.
- The post holder will quality assure and sign off key documents and assessments, including work that may be placed before the various forums, panels and the court.
- The post holder will act as a key point of contact for partners, giving advice around threshold for services, and making key decisions based on information shared about the need for safeguarding or support to ensure children and family needs are met.
- The post holder will enable and lead a service culture which places children, young people and families at the heart of services paying regard to Stockport Family's ethos of restorative practice.
- The postholder will support individuals and their team to access development opportunities to maintain their professional registration; and as necessary follow processes to identify, challenge and improve practice that falls below expected standards.
- The postholder will work closely with their team to ensure that any risks posed by the nature of the work, or service users is well assessed and managed to prevent risk of incident, accident or injury to staff. They will escalate risks to service leaders, where necessary.
- To keep up to date with national and local developments relevant to service area and contribute to the implementation of such developments in practice.

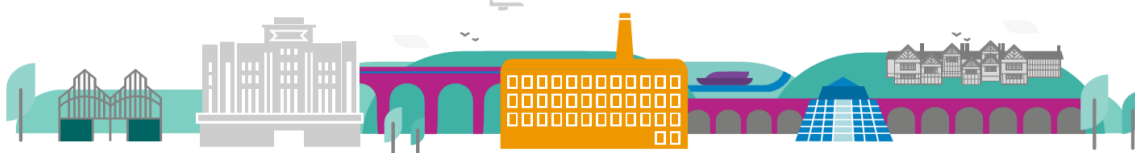


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- To support the development of team business plan, workforce plans and monthly quality assurance activity as applicable to services.
- To ensure team members are clear about their role and responsibility with relation to divisional objectives, policy and procedures and including the opportunity to contribute to overall improvement to service provision.
- To support service leaders by making informed recommendations in order to manage resources and budgets in a safe, timely and proactive way ensuring children, young people and families are safe.
- To audit and quality assure the performance of teams in achieving national and local objectives and outcomes by setting targets for the delivery of service by the team and individual members of the team. This will include competent use of data to ensure key performance indicators are met, and to enable reporting to senior leaders about performance targets at regular intervals.
- To develop and maintain performance management data in line with Stockport Family's key performance indicators, audit, and quality management systems.
- To contribute to regulatory inspection preparation, participate in inspection activity and ensure action plans are implemented in teams.
- To maintain and analyse the available case management information systems to monitor performance in key areas.
- To participate in recruitment, selection, performance issues, disciplinary and grievance matters within relevant organisational policies and procedures.
- The post holder will deputise for the service lead, where appropriate.
- To provide safeguarding advice and expertise within the service and with partner agencies, including providing multi-agency partnership supervision when needed.
- To be responsible for the quality of help and support provided to children and families including high quality assessments, analysis of risk and need, plans and interventions, ensuring that there is a restorative practice approach to working with families.
- To perform any other duties that correspond reasonably with the general character of the post and that are commensurate with its level of responsibility.
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to



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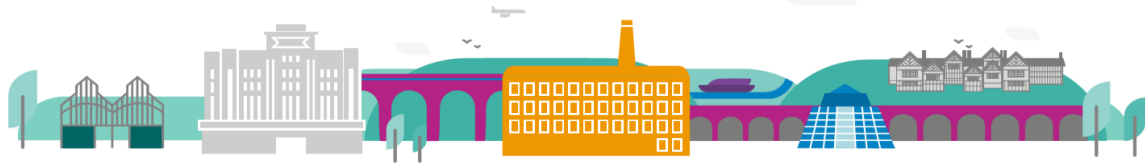
work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Recognised social worker qualification and Social Work England registration.
- Substantial post qualifying experience, with evidence of completion of the two-Post-Qualifying Standards (DfE) and consolidated learning, that demonstrates high quality, and skilled practice with children and families.
- Experience of managing a team of workers who work to assess, plan and implement effective interventions with families who may have complex needs and vulnerabilities.
- Demonstrable experience of providing formal line management, staff supervision, mentoring and providing support to colleagues
- Extensive experience and knowledge of legislation, policy, and practice in relation to social care with children and families.
- Experience of working closely with children and families/ carers to make safe and ambitious care planning decisions that safeguard children, enable them to thrive within their own families wherever possible and achieve permanence in their timescales.
- Knowledge of early trauma and the impact of this on a child's development, behaviour and attachments
- Practice Educator award, or willingness to work toward this award.
- Experience of offering supervision and/or support to a team, or individuals using a range of knowledge and evidence-based supervision skills/models.
- Experience of supporting the performance of a team, with a strong understanding of what good practice and performance looks like with children and families.
- Understanding of the regulatory inspection frameworks for children's services and experience of contributing to the planning, delivery, and response to inspections within a local authority setting, including regular quality assurance activity.



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- Experience of delivering training, learning circles and facilitating workshops.
- Ability to work within financial/budgetary limits and with an awareness of financial planning that delivers good outcomes and good value in line with council priorities.
- Experience of working in a restorative, relationship-based culture, and leading excellent practice with these principles in mind.
- Experience of advising and building effective working relationships with peers across partnerships and from other local authorities, including elected members; inspiring trust and confidence.
- Commitment to continuous professional development and leadership.