



**Job Profile and Working for Stockport Council**

Our Council

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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| **Role:**  |  | Independent Reviewing Officer |
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| **Service Area:** |  | Safeguarding |
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| **Directorate:** |  | Services to People - Childrens |
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| **Salary Grade:** |  |  MB4 |

**About the Job**

**Main Purpose of the Job**

To review and quality assure the plans of our children in care and chair child protection conferences, with a specific focus on those children experiencing harm from high risk and complex domestic abuse; including harmful practices and Female Genital Mutilation (FGM).

A reduced caseload will allow the practitioner to undertake additional tasks and responsibilities relevant to the post.

**Key Responsibilities**

* To review and quality assurance child protection plans and care plans for children in care (Looked After Children) including pathway plans - and in doing so, to promote the very best outcomes for children and young people.
* To promote the participation of children and their parents and carers in their reviews, and to ensure that their voice informs planning and practice.
* Promote links with Stockport Family and wider partners, with a view to supporting and encouraging excellence in practice.
* The postholder will have an active role in the development of Compass, our Domestic Abuse Safeguarding and Intervention Hub. This operates a hub and spoke model to bring together the domestic abuse partnership including third sector organisations. The postholder will be a part of the Independent Reviewing Officer team, based within the Children’s Safeguarding Unit but will have strong links within the Compass hub.
* Establish restorative working relationships with children and their families, as well as with key partners including those organisations and services linked to domestic abuse.
* Contribute to quality assurance activity and to continued development and innovation, especially where it can improve services and practice in relation to domestic abuse.
* Contribute to the training and development of the workforce, specifically around key themes and trends arising from our learning reviews, audits, research, policy and legislation, with a particular focus on the Domestic Abuse Act 2021, Part 4, which places a duty on Local Authorities to provide safe accommodation for victims and their children.
* Attend key meetings, steering groups, and other relevant projects to strengthen our response to domestic abuse. This includes being an active member of the Domestic Abuse Operational Group.
* Establish strong working relationships with the workforce by and offer domestic abuse related consultation and advice to practitioners within Stockport Family.
* 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 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:

* You will be social work qualified and registered with Social Work England.
* You will be an experienced social worker, ideally with team leader experience.
* You will have extensive experience of working in a multi-agency setting and across a range of partner organisations.
* You will have experience of chairing complex meetings and feel confident to do so, exercising the principles of restorative practice including challenge where necessary
* You will have the ability to assess risk in the context of safeguarding children, and to formulate appropriate plans based on that assessment.
* You will have a comprehensive understanding of domestic abuse, the different forms that this can take and the key risks and protective factors/ safety planning requirements for children and families. This will include knowledge of So-called honour-based abuse, forced marriage, and FGM.
* You will have a sound knowledge of how domestic abuse impacts on children and their families.
* You will be creative and motivated in your thinking, always striving to ensure we meet the needs of our children and families and continue to improve their outcomes
* You will be able to communicate effectively – both orally and written -in a range of circumstances and to a wide range of audiences.
* You will have experience of developing and implementing practice initiatives, with a desire to continually improve.
* You will have the skills and experience to encourage and develop relationships with children and their families, as well as with partner agencies.
* You will have knowledge of current research and innovation as it relates to best practice, particularly in relation to child protection and Looked After Children.
* You will understand quality assurance frameworks and how they relate to the delivery of best practice.

To work 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.