Ambitious Stockport, creating opportunities *for everyone*

Thinking Stockport

Achieving as a Team

Working with Ambition

Showing everyone Respect

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/



STOCKPORT METROPOLITAN BOROUGH COUNCIL

RACE EQUALITY MATTERS MEMBER 2025/26

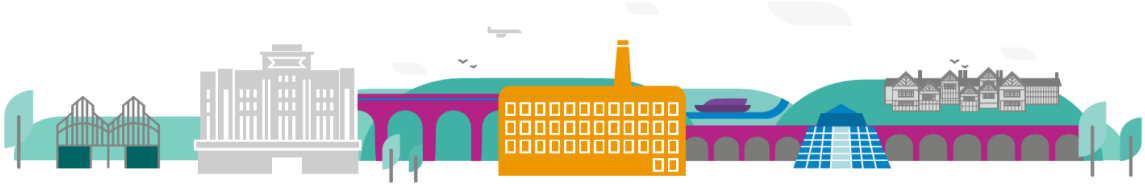
We are a Living Wage Employer

Greater Manchester Guaranteed Assessment Scheme

disability confident EMPLOYER

GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

ARMED FORCES COVENANT



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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

1. To be accountable to the Service Lead for the management work carried out in the team, ensuring that all children and families are protected and safeguarded, and supported.
2. Deputise for the service leader where appropriate.
3. To be accountable for the quality of the front-line service the team provides to families and partner agencies.
4. To ensure an effective, coordinated response to needs of children, young people and families as in need of support, either within early help, as a child in need (team around the child in Stockport), child in need of protection or a looked after child.
5. To identify and secure the most appropriate service to support and safeguard children and families.
6. To ensure that team planning is based on assessment of need and that team performance meets national and local objectives and targets; agreed quality standards; within national and local procedures and within available resources.
7. To work dynamically within Stockport Family and with partners to identify pathways for support for children and families.
8. To provide mentoring and support through supervision and other means to team members.
9. To be an ambassador for Stockport Family and the principles of quality conversations, collaboration and minimal points of transfer.

Key Responsibilities

- To be the social care operational lead for a team of practitioners which works from early help to the conclusion of court proceedings.
- To line manage early help workers, social workers, senior practitioners and others where this is identified as appropriate.
- To work closely with all team leaders across Stockport Family to ensure a coordinated response to children and families at time of need; of support or protection.
- To work with the First Response team leader to ensure that allocation of work from the MASSH to Stockport Family teams is effective and timely.
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- To ensure provision of professional leadership and supervision to early help workers, social workers and senior practitioners.
- To enable and lead a service culture which places children, young people and families at the heart of the service paying particular regard to Stockport Family's ethos to restorative practice
- To promote the vision of Stockport Family within the team, locality and with wider partner agencies.
- To promote, support and deliver the Stockport Family Team around the School programme.
- To work collaboratively and creatively with schools, colleges, other local authorities, other agencies, the voluntary sector and other groups to design, implement and coordinate interventions for vulnerable children and young people.
- To perform any other duties that correspond reasonably with the general character of the post and that are commensurate with its level of responsibility.

Job Activities

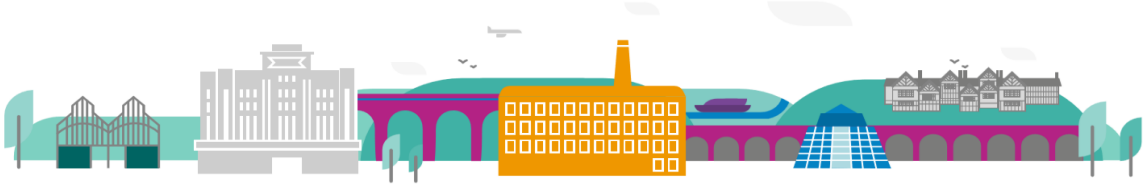
- To develop effective and well-functioning teams by using emotionally intelligent leadership skills i.e. self-awareness, interpersonal awareness, self-management and interpersonal relationship management.
- To ensure that team members are clear about their role and responsibility with relation to divisional objectives, policy, and procedures and including the opportunity to contribute to overall improvement of service provision.
- To be responsible for the management and leadership of a team including the identification of priorities, the allocation of work to the team and ensuring the effective use of the available resources.
- To ensure effective operational arrangements are in place with regard to child protection, safeguarding children, Early Help Assessment/Team around the Child and the care of Looked after Children.
- To support the service leader in the efficient and effective delivery of services.
- To promote and strengthen effective working relationships between partners around the needs of the family, children and young people.
- To manage the interface between Stockport Family and our partner with specific reference to levels of need for intervention.
- To audit and quality assure the performance of the team in achieving national and local objectives and outcomes by setting targets for the delivery of services both by the team and individual members of the team.
- To ensure that service delivery is based upon analysis of up to date, reliable needs data.
- To ensure that the team has effective management information systems in place to monitor performance in key areas.
- To ensure that service users' views are incorporated into the development and review of the provision of service.
- To support and monitor the work of staff through formal supervision/group supervision in order to ensure effective and safe practice and to promote professional development in accordance with relevant organisational policies.
- To assist team members in the formulation of a Performance Development Review (PDR) in order to promote professional development.

- To identify and develop the provision of appropriate learning opportunities for staff and students across Stockport Family.
- To act as a resource and facilitator to develop competence and confidence within the workforce in relation to children, young people and families and act as a trainer as appropriate
- To participate in recruitment, selection, disciplinary and grievance matters within relevant organisational policies and procedures.
- To manage the team's financial resources equitably, effectively and efficiently and services delivered within the resources available, including all delegated and shared budgets. Inform service leader of budget pressures.
- To prioritise and target resources appropriately to achieve optimal improvements in outcomes through early identification of need.
- To be a car driver or have the ability to get to visits and between bases in a timely manner.
- 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.



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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.

Competencies

- Experience of managing a team of frontline social work staff 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.
- Working knowledge and understanding of child protection and safeguarding children and vulnerable adults issues and procedures.
- Working knowledge and experience of preventing escalation of need and the application of early help offer/services to children and families.
- Significant experience of working with complex and challenging children, young people and families.
- Experience of multi-agency working in relation to meeting children, young people and family needs.
- Experience of partnership work to develop effective services/initiatives.
- Experience of organising and delivering training and group work.

Skills and Knowledge

- Skills in handling challenging and sensitive situations that may arise involving staff or clients.
- Knowledge of relevant legislation.
- Ability to chair multi-agency meetings.
- Ability to work in an unpredictable environment and confidently assess risk and children's needs.
- Ability to prioritise complex work; utilise management information data; awareness of quality assurance frameworks and ability to implement robust quality assurance of practice.
- Ability to prioritise, meet deadlines and problem solve on a daily basis in relation to the day to day operational running of the service.

- Ability to effectively supervise, motivate and support staff and ensure they have access to a range of development opportunities.
- Ability to performance manage individual members of staff.
- Commitment to developing a learning organisation and an ability to lead practice developments.
- Demonstrated commitment to anti-oppressive Practice.
- Knowledge of adult learning theory.
- Ability to use electronic case management systems to effectively manage team performance.
- Ability to use IT eg emails, excel, power point.
- Budget Management Skills.
- Ability to communicate clearly (oral and written) and to work in partnership with colleagues and other agencies, service users and carers.

Education and Training

- A recognised Social Work qualification and relevant experience, evidence of training or relevant qualification to enable working at this level.
- Current Social Work England registration.
- Training or qualification in management and supervision.
- Positive commitment to further training, self-development and willingness to undertake training.
- The ability to converse at ease with service users/customers and provide advice in accurate spoken English.