



TRAFFORD
COUNCIL

Head of Strategic Safeguarding

Role Profile

Service: Quality & Safeguarding - Adults & Wellbeing Directorate
Band: SM4B
Reporting to: Director of Quality & Safeguarding
Responsible for: Adults Safeguarding Board Manager, Service Man: Safeguarding Hub & DoLS Team Manager

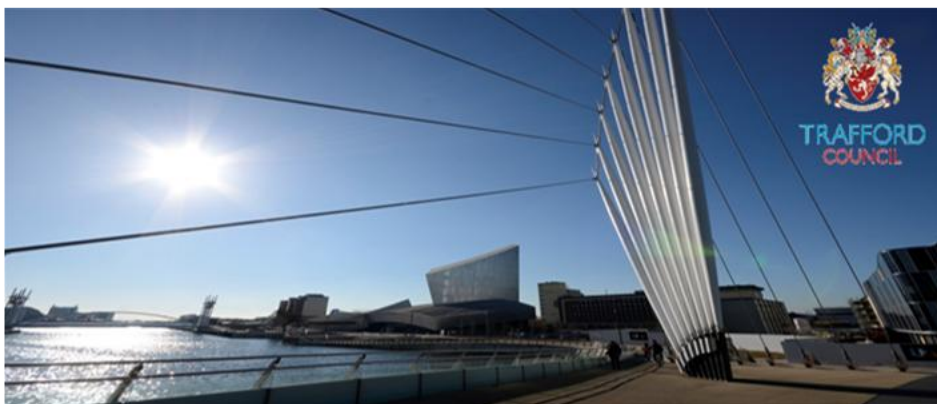
About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors have a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

Our vision: Trafford – where all our residents, businesses and communities thrive

At the heart of our vision is a common cause – we want to make Trafford a better borough. We want to make it a place where everyone has a chance to succeed and where everybody has a voice. Through our new vision, we are making a commitment to work together across different services and agencies to make the best use of our resources.



Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

At Trafford Council we are EPIC

We EMPOWER – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We are PEOPLE CENTRED – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do and create an environment that enables everyone we work with to thrive and succeed.

We are INCLUSIVE – We are committed to creating an environment that values and respects the diversity and richness differences bring.

We COLLABORATE – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values-based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

Overview

As Head of Strategic Safeguarding, you will ensure that safeguarding remains central to decision making, planning and service delivery across the Adults and Wellbeing Directorate, to deliver improved outcomes for people and communities in Trafford. You will also lead the strategy and policy direction for Adult Social Care (ASC) in the relevant areas and influencing work across multi-agency partnerships.

You will be the designated safeguarding lead who is responsible for the development and delivery of business strategy, safeguarding practice, process and systems for adults with responsibility for ensuring the delivery of key objectives and requirements for safeguarding across the directorate whilst demonstrating effective inter-agency partnership working. Working with your Directorate Management Team (DMT) colleagues in the delivery of the Improving Lives Everyday improvement programme, you will ensure that our transformation challenges are met and ensure that all business in your portfolio is aligned to this framework.

You will Promote Trafford's vision, objectives and priorities effectively to staff, partners and the public and inspire others by role modelling our organisational values at all times, promoting a culture of fostering innovation, value for money and outcome-based customer focus.

Your Main Priorities

- Provide advice, guidance and support to the Director of Adult Services on practice and risk to ensure our services meet all adult social care legal requirements. Lead and drive quality assurance and development in relation to safeguarding practice, ensuring the continuing improvement of practitioner skill and experience across the ASC workforce in line with the workplan of Trafford Safeguarding Adults Board (TSAB).
- Lead safeguarding assurance for DMT, TSAB and Regulatory Bodies in relation to safeguarding governance, practice and discharge of statutory duties and lead best practice and compliance with Mental Capacity Amendment/Liberty Protection legislation.

- Hold lead officer role of Local Safeguarding Boards/Partnerships in place, offering strategic oversight of the health and social care agenda for this arrangement and developing collaborative and effective relationships with key statutory partners. As subject matter expert, provide advice, specialist supervision, coaching or support for senior staff and managers involved in complex situations, assessment and management of risk, case conferences, police or legal interviews and court appearances.
- Responsibility and accountability for a significant budget and working closely with the professional leads within the team ensuring the quality of services and the delivery of all operational performance targets, ensuring financial decision making is compliant with legislative frameworks and in accordance with delegated levels of accountability.
- Support and drive the ongoing development of the TSAB, associated governance and subgroups, ensuring delivery of relevant statutory requirements and acting as support to the Board Manager on behalf of the Partnership.

Key duties

- Strategic responsibility for safeguarding vulnerable adults in Trafford through high quality assurance and case reviews, ensuring that lessons are learned and are implemented in an efficient and effective manner. Supporting relevant partners in Trafford in learning from serious case reviews, embedding key learning and ensuring best practice.
- Represent Adult Social Care at TSAB and lead on development of safeguarding Adults multi-agency policies and procedures ensuring sufficient resources are available to provide the best possible service for Trafford residents.
- Responsibility for the delivery of service within the ASC Safeguarding Hub, in line with statutory safeguarding processes, ensure pathways across teams are efficient and appropriate, keeping Trafford residents safe.
- Responsibility for the delivery of requirements relating to the deprivation of liberty safeguards (DoLS) vis the DoLS team, lead and drive the required practice, structural and technology requirements.
- Ensure that there are effective quality assurance systems in place to monitor the safety and protection of adults at risk of serious harm, including closely working with partners across the system to ensure the provision of effective safeguarding activity.
- Be the professional lead and focal point for adult protection, contribute expert advice and knowledge on highly complex issues that require significant interpretation and support.
- Represent the Council in relation to Safeguarding matters with partner agencies locally and at a regional and national level.
- Develop detailed business plans and strategies relating to the provision of Safeguarding Adults activity in Trafford.
- Manage and develop the Safeguarding service including the Hub and DoLS team and interface with operational social work teams, taking the lead on actions to improve staff engagement, staff development and progression planning and ensuring organisational structures support delivery of best working practices.
- Ensure effective co-production with Trafford residents in the development and evaluation of strategies, plans and services along with cross-council and multi-agency working, grounded in equality, diversity and inclusive practice.

- Ensure the Director of Adults and the Corporate Director for Adults & Wellbeing are kept apprised about high profile or complex safeguarding issues or other matters arising from Assurance reviews that require Director oversight or intervention.
- Effectively ‘horizon scan’ to identify key policy and legislative changes affecting relevant service areas and interpreting the relevant national, regional and local guidance across Trafford, ensuring the required actions are implemented.
- Ensure adult safeguarding practice and policy aligns with the activity of stakeholders and also links to: Multi-Agency Risk Management (MARM), Multi-Agency Risk Assessment Conferences (MARAC), Drive, Multi-Agency Public Protection Arrangements (MAPPA), Persons in a Position of Trust (PIPOT) & Channel.
- Deputise for the Director of Quality & Safeguarding as required.

About You

Qualifications and Professional Development

- Bachelor’s/master’s degree or equivalent professional qualification relevant to the role. Or equivalent demonstrable experience in a relevant leadership role which can be evidenced
- Social work qualification and registration with Social Work England
- Evidence of continuous professional development of self and others

Experience and Knowledge

- Extensive experience of leading and successfully delivering public sector services to deliver positive outcomes for organisations, residents and staff within a senior management role
- A proven track record of leading, motivating and managing multi-disciplinary teams, including the establishment of a positive performance culture that has delivered effective performance and continuous service improvement
- A proven record of success in leading and championing organisational and cultural change, creating organisational development programmes and effective working with staff, trade unions and other stakeholders
- Demonstrable experience of chairing complex multidisciplinary meetings
- Evidence of successful resource and financial management, including evidence of the resolution of conflicting priorities, formulating budgets and applying rigorous monitoring and control procedures, ensuring a value for money service

- Experience of leading and delivering successful programmes and projects using knowledge of project management methodologies and techniques and their application in a business context
- Experience of finding/ negotiating solutions to key complex multi-partner business issues
- Experience of developing/contributing to strategies, policies and processes that improve the delivery of adult social work practice
- Proven experience of working effectively and impartially with elected members and in supporting the democratic decision-making process
- Thorough knowledge of legislation, statutory requirements, and national guidance in relation to Safeguarding and Adult Social Care delivery
- Knowledge of key national policy drivers, legislation and broader influences related to the role
- Knowledge of inspection regimes and quality assurance mechanisms
- A clear understanding and knowledge of the workings of local government, including its legal, financial, social and political context, political processes and the current issues faced in a multi-cultural area

Skills and abilities

- Ability to operate at both a detailed and strategic level – maintaining an attention to detail whilst focusing on the important issues
- Ability to develop credibility with leaders and staff at all levels and manage multiple stakeholder relationships effectively
- Excellent stakeholder management and communication skills, with a successful record of influentially communicating, negotiating and engaging with a wide range of stakeholders, building partnership and productive working relationships to achieve behavioural change and desired results/outcomes as necessary
- Ability to analyse complex issues and adopt a creative/innovative approach to problem solving and service delivery in challenging circumstances and competing priorities, developing business models to investigate a number of practical options/solutions and their viability, evaluating risks against a shifting background
- A proven track record of interpreting and using complex data to make informed business decisions
- Excellent communication skills, both written and oral, with the ability to articulate and disseminate strategy, presenting clear and concise reports to a variety of audiences with awareness of political sensitivities
- Ability to use new technologies in improving services, and modernising working processes
- Ability to interpret national policy for local delivery and implementation
- Political acumen with an ability to influence decision makers at all levels

Special Conditions

- Flexibility to work at different sites across Trafford Borough

- Willing and able to travel locally and nationally as required
- Enhanced DBS and Adults Barred List check required
- Politically restricted
- Unsocial hours/weekend working may be required

Date prepared/revised	3.9.25 / finalised via consultation 28.10.25
Prepared/revised by	C Walker/T Sefton/R Pollard
Job Evaluation	HAY Evaluation August 25 (CG/RP)

Health and Safety

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

Equalities & Diversity

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

Customer Care

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery.
To recognise the value of its people as a resource.

Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.