

Job Description	
Job Title	Outreach and Safeguarding Locality Lead
Salary Range/Grade	G 22 - 27
Job Location	Wiltshire
Hours Per Week	37 hours
Reports To	Family Hub Lead (Outreach and Safeguarding)
Responsible For	Family Hub Practitioners Baby Steps Facilitators
<p>What positive impacts will this position have on children, young people and families?</p> <p>As the Outreach and Safeguarding Locality Lead in Wiltshire, you will play a pivotal role in positively impacting our community by overseeing outreach initiatives and safeguarding practices. Your leadership will contribute to the enhancement of support services, ensuring vulnerable individuals receive the care and assistance they need. Join us in making a lasting impact on the well-being and safety of the Wiltshire community, empowering individuals and fostering a culture of resilience and support.</p>	
General Description	
Task	
<ul style="list-style-type: none"> Lead and manage the Family Hub Practitioner team to provide targeted support to vulnerable and complex families through the development of effective partnership working with parents, families, children, young people and multi-agency partners to sustain positive outcomes with a commitment to safeguarding and promoting the welfare of children and young people. Act as Designated Safeguarding Lead and oversee safeguarding training and activities within the locality, ensuring compliance with relevant policies, procedures and legal requirements. Supervise and support Family Hub Practitioners and Babysteps facilitators, providing leadership, guidance and ensuring continual professional development amongst the team. Develop strategies to identify and engage with families, children and young people, ensuring the provision of necessary support services. Raise awareness of parental conflict, ensuring accountability for volume of families completing the reducing parental conflict (RPC) programmes (as per contract). Oversight of delivery and quality of numbers and ensuring, along with the Parenting and Group Work Coordinators that sufficient families are identified as needing support and receiving a warm handover to other relevant services. Ensure relevant data is collected by Family Hub Practitioners and Babysteps facilitators, in order to evidence to the commissioner the 'what', 'where' and 'how many'. Raise awareness of Supporting families, having oversight of the identification, completion and successful submission of supporting family claims. Ensure accurate and timely reporting on outreach and safeguarding activities and maintain detailed records and documentation in compliance with organisational and regulatory standards. 	

<ul style="list-style-type: none">• Audit at least 12% of case files within each quarter.
<ul style="list-style-type: none">• Be the link between the local Safeguarding and Support Service and ensure a seamless transition for families moving between services. This will include regular joint meetings with Key worker team managers and social worker team leads, promoting the family hub offer and ensuring families in the step down/step up process receive a smooth transition.
<ul style="list-style-type: none">• Lead on quality assurance and reflective observations of one-to-one outreach work and group Reducing Parental Conflict provision.
<ul style="list-style-type: none">• Conduct reflective case file discussions and quarterly reflective meetings with Family Hub Practitioners,
<ul style="list-style-type: none">• Attend locality meetings to identify emerging trends, risks and gaps in service provision.
<ul style="list-style-type: none">• Attend internal locality meetings to ensure a cohesive approach to delivery is adopted across each locality area, in conjunction with other senior staff and managers.
<ul style="list-style-type: none">• Link across localities, working with the other Outreach and Safeguarding Locality Leads and Family Hub Lead, to develop appropriate training and professional development in relation to learning shared across the sector (e.g., learning from domestic homicide/child death reviews, new legislation etc.)
<ul style="list-style-type: none">• Represent the Wiltshire Family Hubs at locality level meetings such as keyworker/social care team meetings and Family and Children's Transformation subgroups such as the Early Support Assessment (ESA) working group.

<p>What you will have achieved by month 3</p>	<ul style="list-style-type: none"> • Completed essential online training • Read and understood policies and procedures • Attended Spurgeons 'Introducing out Ethos and Values' workshop • Completed 3-month mid probationary review • Set SMART objectives for all direct reports • Visited all flagship and spoke hubs within the relevant locality. • Established relationships with local stakeholders • Have a clear understanding of safeguarding policies and procedures in day-to-day work. • Attendance at FACT working groups as identified by Family Hub Lead (Outreach and Safeguarding). • Review CPD supervisions for all Family Hub Practitioners within the locality in order to inform future practice meetings. • Ensure own and direct reports fully understand the supporting families requirement from the local authority.
<p>What you will have achieved by month 6</p>	<ul style="list-style-type: none"> • Successfully completed probation and probationary review meeting • Contribute towards a growing data source of the local community, to enable an understanding of the nature and complexity of the local community • Be supporting the Family Hub Managers with analysing safeguarding themes and trends. • All Family Hub Practitioners are gaining feedback from parents/carers regarding the effectiveness of their work. • Case file auditing compliancy is met. • With Family Hub Lead Outreach and Safeguarding, ensuring a full Family Hub Practitioner team is in place, and that each has 20 open cases at all times. • Ensuring every parent/carers has completed at least one, One Plus One course. • Ensure sufficient parents/carers have completed a group reducing parental conflict programme. • All staff will have a firm understanding of the local authority's cultural commitments, and these will be embedded in practice. • Established with senior leadership colleagues a one team culture across the county, identifying innovative ways of working without firm working bases. • Established a firm cooperative working relationship with PSAs (including pastoral care managers etc) to support families with CYP and avoid duplication. • Have set an established target for all Family Hub Practitioners to meet a high level of supporting families' submissions to the local authority.

	<ul style="list-style-type: none"> Established a process of dip-sampling outreach case files, ensuring robust assessments (including ESAs) are evidenced.
<p>What you will have achieved by month 12</p>	<ul style="list-style-type: none"> Have identified sufficient families (alongside the senior leadership team) who are willing and able to become part of the long-term longitudinal case studies required with the local authority's KPIs (Key Performance Indicators). Successful completion of KPIs (at a locality level): number of open outreach cases maintained at all times, number of parents/carers completing a group reducing parental conflict programme, number of parents/carers completing One Plus One courses. Ensure Family Hub Practitioners have identified sufficient parents/carers to join the Parent and Carer Locality Panels, and completed annual parent led quality assurance inspections. Alongside other Family Hub colleagues, ensuring registration of 5000 new families across county. End of year data to show 70% of all parents/carers receiving outreach or parenting programmes have progressed by at least 2 score points. Established with the Family Hub Lead for Outreach and Safeguarding a regular timetable of practice sessions/meetings for relevant staff.

Type	Description	Essential/ Desirable
Qualification(s)	<ul style="list-style-type: none"> • Bachelor's degree in social work, community development, youth work, childhood development or related field • Level 3 in social work, community development, youth work, childhood development or related field • Level 4 in social work, community development, youth work, childhood development or related field • Evidence of recent and ongoing continuing professional development related to the role 	<p>D</p> <p>E</p> <p>D</p> <p>E</p>
Professional Registration	<ul style="list-style-type: none"> • Social Work England • BASW • HCPC 	<p>D</p>
Experience	<ul style="list-style-type: none"> • Leadership experience in managing teams, providing guidance, supervision and support • Strong experience in safeguarding, ideally in a leadership role • Experience in leading outreach and safeguarding initiatives • Experience in outreach and community engagement initiative • Experience in crisis management and managing urgent situations with a swift and appropriate response • Experience in maintaining accurate records, documentation and reporting with safeguarding and data protection standards • Experience in collaborating with local authorities, external partners and agencies involved in safeguarding efforts • Experience in monitoring and evaluating the effectiveness of outreach and safeguarding programmes 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Skills	<ul style="list-style-type: none"> • Ability to provide effective leadership, inspiring and motivating colleagues • Excellent communication and interpersonal skills for building effective relationships • Excellent written and verbal communication skills for conveying information clearly • Strong collaborative skills to work effectively with multidisciplinary teams • Proficient problem-solving skills to address individual and group challenges 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

Job Description & Person Specification

	<ul style="list-style-type: none">• Quality driven• Resilient• Self-motivated• Team player	D D D D
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What We Expect From You

Our Values:

Everything we do is driven by our values which define who we are and how we work together to support children, young people and families. Our values are at the core of everything we do.



Our Behaviours:

We have certain expectations of your interactions with our colleagues, our partners, children and the general public. We would expect that you exhibit these behaviours as an employee of Spurgeons.

- Put children and young people first in everything we do
- Respect and value every individual
- Listen to understand without judging
- Be open and honest with kindness
- Persevere to be our absolute best and do what we say we will do
- Bring out the best in each other as we work together for the right result

Safer Recruitment & Employment Policy:

As part of Spurgeons Safer Recruitment & Employment Policy, any appointment to this role will be subject to the completion of a DBS application and obtaining satisfactory references.

Equal Opportunities for All:

We actively encourage applications from a broad and deep range of backgrounds and experiences. We are a Disability Confident Employer.

