

Job Profile Information:

This supplementary information for a FTC *Service Manager, Inspection (ILAC) preparation* is for guidance and must be used in conjunction with the Job Capsule for Job Level 5 Zone 2

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

Camden is awaiting an Ofsted ILACS (Inspection of Local Authority Children's Services) within the next 12 months. The ILACS inspection framework is challenging and has different requirements from previous Ofsted Inspections in which Camden's performance was viewed positively, this is evidenced by the Council now having Partner in Practice status. However other neighbouring Local Authorities who had also achieved this status have recently undergone ILACS inspections and have lost their Partners in Practice status as they have been judged by Ofsted as requiring improvement.

Camden has a good level of service, and continues to perform well however fixed term additional capacity is required at Service Manager Level to prepare frontline staff for the ILACS as they will be the focus.

Example outcomes or objectives that this role will deliver:

- The role has been developed to provide added managerial capacity to CSSW social work teams in preparation for the ILACS inspection.
- The focus of the role is to build on current good practice, implement key areas of Camden's self-assessment to ensure frontline managers/social workers implement lessons learnt from audits and innovation developments, to ensure that the most effective outcomes for children, young people and their families are the focus of the activity
- The post holder will work directly to the Head of Service, Children in Need and will initially focus on CIN social work teams but will extend activities and lessons learnt to CYPDS/LAC social work teams as part of the preparation programme for the ILACS inspection, by disseminating good practice standards, providing oversight to ensure compliance to standards and coach frontline staff to be fully prepared.

- The post holder will need to have a good understanding of the ILAC inspection framework. This includes ensuring practice developments like Right Balance and working with adolescents are integrated into frontline practice and that case recording is at a high standard across all services.
- The post holder would be expected to be involved in all audit activity ensuring that lessons learnt and or actions identified have been understood, acted upon and are evidenced in case files by social workers in all teams
- The post holder will work alongside Team Managers to establish actions/plans to achieve standards and compliance, will facilitate learning events, workshops to prepare social workers for the Inspection process, and to promote positive social work standards
- The post holder to ensure that feedback from children, young people and their families is given major consideration as part of the ILAC preparation
- The post holder will work with partner agencies to ensure plans (CIN/CP/LAC) for children and young are of high quality, effective, timely and outcome based, and understood by all involved to avoid any drift in planning
- The post holder to support managers oversee the PLO tracker and legal tracking, in collaboration with other Service Managers, to ensure children and young people within these cohorts, have high quality care plans which are implemented in a timely way with good outcomes.

People Management Responsibilities:

Although there are no direct Line Management responsibilities, this role will give management advice to Front Line social work staff, Senior Practitioners Team Managers across the CSSW service.

Relationships;

A further responsibility of the role is to develop positive relationships with peers, Senior Managers, and Partner organisations enabling and achieving successful collaboration as part of the inspection preparation.

Work Environment:

The role will be mainly office based across Camden and partner organisations.

Technical Knowledge and Experience:

The expectation is that the post holder will be:

- Professionally qualified social worker,
- Registered with Social Work England,
- Clear and enhanced DBS
- 8 years post qualification and registration with at least 2 years' experience at Team Manager level, and can evidence leading the team and developing practise
- Significant knowledge and experience of reviewing and analysing performance data to plan and progress performance and improve service delivery
- Evidence of reviewing, revising processes /protocols to ensure efficiency and effectiveness

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility