

## **Job Profile**

**Job Title: Designated LADO**

**Job Grade: Level 5 Zone 1**

**Salary Range: £47,575 - £55,188**

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### **About the role**

To take operational responsibility for the LADO and subsequent areas of development work, ensuring delivery of high quality, inclusive services, responsive to the needs of service users and the wider community and that address the safeguarding needs of children and young people in Camden;

- Maintenance of high service and professional standards;
- Effective management of resources;
- Delivery in line with Council, Directorate and Service strategies, plans and policies; and
- Compliance with relevant legislation, as well as good practice standards set down by the Council.

As part of the QA Unit this is a crucial role which involves being the designated LADO, chairing occasional child protection conferences, alongside quality assurance role. You will be responsible for the following:

- The day to day operational role of Local Authority Designated Officer (LADO) ensuring compliance with all relevant legislation, procedures and internal practice guidance. A support and training package will be provided to staff who have not undertaken the specific role previously.
- Developing and updating existing local LADO framework, documents, guidance and recording systems as well as developing LADO score card and key performance indicators
- Chairing ASV, strategy meetings, child protection conferences and CCE response meetings as necessary.
- Undertaking independent management reviews and audit of children's cases where there have been practice shortcomings, or routinely as part of the QA framework, and take a lead role in developing the LADO auditing programme, quality assurance and performance management functions across the Independent Reviewing Service and CSSW.

- Taking a lead role on specific aspects of the service responsibilities, such as developing and providing specialist training to IROs, the service working within the wider Safeguarding Children Partnership,
- Contributing towards effective communication to a range of audiences, internal and external, users and potential users, as well as the wider community and stakeholders, and represent the LADO and QA Unit in a range of contexts.
- Working in partnership with statutory and other agencies to meet the needs of families in compliance with integrated working standards.
- Promoting equality and anti-discriminatory practice, and recognise the importance of equality issues for both staff and service users.
- To prepare an annual LADO report, reports for OFSTED and the executive side of the local authority on the management and outcomes of the service.

This role is a development opportunity and applicants are welcome who can demonstrate the skills, knowledge and understanding of the role, and the motivation to learn a new area of work. If the applicant has not undertaken the role previously a full support, mentoring and training package will be provided if they are appointed.

### **About you**

- Fully qualified, accredited social work professional status (CQSW, DipSW, CSS)
- Current registration with the Social Work England
- Leadership/Management Qualification (e.g. ILM Level 4 or 5)
- Detailed knowledge of policies, statutory regulations and guidance relating to children's safeguarding and child protection
- Excellent knowledge of Quality Assurance and Performance Management frameworks
- Able to demonstrate a good level of knowledge and experience specific to the area of practice (LADO & CP) in which this post is based.
- A comprehensive understanding of the complexities of risk as it applies to children and safeguarding.
- Experience in working with vulnerable children, young people and their families in the field of social care or other field related to social deprivation
- Experience of working positively with staff from other agencies and an understanding of and an ability work with different cultures, expectations and priorities.
- Experience of managing teams in the delivery of a range of intervention and support services to vulnerable children and young people.
- Experience of the selection, recruitment, training and supervision of staff
- Experience of strategic and operational planning and leading implementation of programmes of change
- An ability to deliver and develop the service whilst maintaining the safeguarding of children at the heart of what is achieved.
- Ability to manage change and develop new services, where necessary, with partner agencies
- Ability to develop and maintain effective partnership arrangements both internal and external to the service
- Ability to make appropriate assessments, plan interventions, have knowledge of resources, make protection plans including review and evaluation

- Strong negotiation and influencing skills and ability to deal with conflict, hostility and vulnerability
- Confident in willing to challenge traditional assumptions and provide evidence to support change and drive forward improved ways of working
- Effective written/verbal communication/presentational skills
- Ability to analyse written and statistical data, prepare and present reports
- Able to work flexibly and creatively
- Personal drive and tenacity to motivate, empower and support individuals and teams to achieve

#### **Work Environment:**

The position is office based and the post holder will work across Camden's offices at 5 Pancras Square, The Crowndale Centre and Vadnie Bish House or other appropriate locations as required.

#### **People Management Responsibilities:**

None

#### **Relationships:**

- To model the appropriate use of authority across a range of situations, supporting others to understand and work with the authority inherent in their positions
- To develop and maintain effective working relationships with internal and external partners including but not limited to CIN, MASH & BIT, LAC service, schools, nurseries and other EY settings, Police, Health, CAMHS, IRO Service, YOS, etc.
- To promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.
- To keep up to date with professional developments and debates, especially in regard to the LADO and CP arena
- To work in a flexible manner, undertaking such duties as may be required according to the needs of the service as directed by the appropriate Head of Service or senior manager.
- The London and National LADO networks

#### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

#### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,