

## Job Description

Job title	Practice Development Lead
Directorate	PEOPLE : Children and Adults
Division	Safeguarding and Quality Assurance
Range	MPR 6
Reports to	Business Manager

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### Main purpose of the job:

The Medway Safeguarding Children Partnership (MSCP) is responsible for overseeing how services and agencies work together to safeguard and promote the welfare of children in Medway. The Practice Development Lead is responsible for the MSCP learning and development priorities, including leading on child safeguarding practice reviews in line with statutory requirements.

The postholder will lead on multi agency working across Medway partner agencies to promote, develop and deliver high quality learning and practice development activities, projects and training that evidence impact on outcomes for children.

The Practice Development Lead is responsible for the strategic oversight of the MSCP sub-groups, holding statutory safeguarding partners and relevant agencies to account, advising the MSCP Business Manager and Safeguarding Partnership Executive on partnership performance, action for change and the impact of interventions for children in Medway.

The Practice and Development Lead will deputise for the MSCP Business Manager as required.

Liaise with stakeholders in a way that promotes the [vision and values](#) of the Council.

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### Accountabilities and outcomes:

- Manage the effective functioning of the MSCP sub-groups to maximise opportunities for shared learning, continuous improvement, consistent safeguarding responses and support the partnership to consider ways in which the views of children and young people inform and influence their work.

- Coordinate the review and development of local policies and procedures, ensuring they reflect national requirements and recognised best practice and are responsive to local need.
- Line manage the MSCP Project Support Officer and MSCP Apprentice ensuring the effective administration of the MSCP business unit.
- Implement the multi-agency MSCP Quality and Assurance framework to support the evaluation of the effectiveness of multi-agency arrangements in safeguarding children.
- Coordinate the statutory multiagency response to serious child safeguarding incidents, compiling, and submitting reports to the national panel as required.
- Coordinate multi-agency case review processes including local child safeguarding practice reviews, lessons learned reviews and multi-agency case file audits to drive practice improvement resulting in better outcomes for children and their families. To represent MSCP in child death overview panels, out of area reviews, Adult Safeguarding Reviews and Domestic Homicide Reviews to maximise the impact on practice.
- Write reflective and analytical review reports and formulate partnership action plans responding to identified learning. Oversee action plan implementation bringing assurance to the partnership that identified changes have been achieved and are making a difference for children in Medway.
- Work with the MSCP Training Officer to develop and deliver the multi-agency safeguarding training programme that encompasses learning from case reviews, reflects local context and enables Medway children's workforce to develop the core competencies required.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

### Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

## Accountabilities to Children and Young People

The children and young people of Medway have said the following qualities are really important to them:

- Be a good listener.
- Be non-judgemental.
- Be consistent and stable.
- Be contactable.
- Understand me.
- Be honest.
- Be focused.
- Be realistic.
- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

### Organisation:

This role reports to the <MSCP Business Manager>.

The post holder will have line management responsibility.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

### Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis.

## Person specification

All criteria at level A are considered essential unless stated otherwise.

### Qualifications

#### Level A

- Degree and/or relevant professional qualification

#### Level B (in addition)

- Management qualification

#### Level C (in addition)

- Post-graduate qualification in Social Care/Social Policy/Management /Training
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### Knowledge

#### Level A

- Advanced theoretical, practical and procedural knowledge across a specialist area relevant to children's services.

- Knowledge of safeguarding issues in relation to children and child protection.

#### Level B (in addition)

- Professional working knowledge of legislation, policy and practice for safeguarding children that governs multi agency responsibilities.

#### Level C (in addition)

- Advance knowledge and understanding of safeguarding issues in relation to children, and child protection in a multi-agency environment.

- Evidence of commitment to continuing professional development and subject matter expertise relevant to the MSCP priorities.
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### Experience

#### Level A

- Experience of working with children and families in a statutory setting, within a multi-agency environment.
- Track record of developing, delivering, and evaluating training, learning and development activities and associated materials to diverse groups in the area of social care, health, education or the voluntary sector.
- An understanding of quality assurance functions and skills required to undertake multi agency audits.

#### Level B (in addition)

- Experience of line management
- Experience of commissioning and/or delivering programmes of learning to meet a range of different and complex organisations needs.
- Experience of implementing safeguarding statutory responsibilities for children.

- Understanding of the role and function of safeguarding children partnerships.

#### Level C (in addition)

- Proven track record of implementing and delivering against a quality assurance framework to improve outcomes for children.
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### Skills

#### Level A

- Proficient in the use of Microsoft Word, **Excel, Outlook, PowerPoint and Teams.**
- Ability to work autonomously to analyse and interpret varied and complex information or situations, using this information to anticipate challenges, develop solutions and/or strategies for long term plans.
  - Developed communication skills with the ability to present complex and/or sensitive information in an understandable way, using a variety of methods across a range of audiences.
  - Ability to progress a series of activities within recognised guidelines making frequent decisions without ready access to more senior officers except for advice on policy or resource issues.
  - Ability to deal with high levels of work-related pressure, for example from deadlines, interruptions, or conflicting demands.

#### Level B (in addition)

- Ability to apply an evidence base and reflect on practice.
- Ability to monitor agreed budgets, using designated organisational finance systems.
- Ability to provide direction, empower people to achieve objectives and take responsibility for team members' actions and errors,

#### Level C (in addition)

- Ability to provide advice and guidance on the operation of established internal procedures in relation to human resources, including interpretation of policies and procedures to meet specific circumstances or problems.

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