

Job Title	Director of Children's Services (DCS)
Pay Grade	D3
Directorate	Children and Young Peoples
Reports to	Corporate Director of People
Location	Dependent on Line Manager

Role Purpose

- To lead and manage a range of statutory services to children and families for children in need, children in need of protection, children looked after, those subject to Court proceedings and those young people involved in or on the periphery of the criminal justice system.
- To be the Council's Statutory Director of Children's Services and responsible for duties as set out in the statutory guidance on role and responsibilities.
- The postholder will lead and manage a range of non-statutory services providing integrated multidisciplinary early help support to vulnerable children and young people and families.
- The postholder will lead and direct the development of provision for children and young people vulnerable to poor outcomes, bringing together a broad range of professionals in multi-disciplinary teams. To provide strategic leadership to the Local Safeguarding Children Board.
- To deputise, where appropriate for the Corporate Director. This will include representing the directorate at Council meetings, multi- agency partnership meetings and with the Community and Central Government.

Job Context (Key outputs of team / role)

1. The Director of Children's Services holds the strategic lead for the:
 - a) Development and provision of high-quality specialist services to vulnerable children and young people, including the commissioning of residential placements including Secure provision and
 - b) Development and provision of high quality integrated early support services to children and young people with additional needs and through multi-agency partnerships.
2. As a leader of the Children and Families Management Team ensure the delivery of high quality, high value services that improve the outcomes of children and families across the borough.
3. Lead across the directorate, the council and with partners, co-ordinating activities for the delivery of services to children and young people through integrated Team around the Family Hub model.
4. Ensure high quality relationships are built with all statutory and voluntary sector partners promoting integrating activity to improve outcomes for children and young people in Harrow.

DIMENSIONS

Delegated Budget:

- £48.9 million

Staff:

- Direct: 5 x Assistant Directors & 1x Director of Education
- Indirect: approx. 250 plus
- 500 Early Years & Childcare practitioners, youth mentors & volunteers
- 50 Foster & other Carers

Statutory services reporting:

- **Children's Access:** Emergency Duty Team, MASH 'front door' [including multi-agency partners] & Section 47; First Response Team
- **Children in Need:** Ten Pods plus Frontline Training Pod, Case Tracking.
- **Children Looked After:** CLA, Leaving Care & Unaccompanied Asylum-Seeking Children [UASC]; Youth Offending Team [YOT];
- **Quality Assurance & Service Improvement** – Independent Reviewing Officers [IROs] and Child Protection Conference Chairs; Local Authority Designated Officer [LADO]
- **Placements:** Fostering and Adoption; Access to Resources; Contact Supervisors; The Firs residential respite; Regional Adoption Agency CORAM commissioned service

Non-statutory services reporting:

- 2 Children's Centres and 7 delivery sites across three Hubs

Childcare development:

- 2 Youth Centres
- 1 Integrated Early Support Service
- 1 jointly commissioned children's mental health service "Harrow Horizons".

Main Duties / Accountabilities

- Contribute to the overall management and strategy in the People Directorate.
- scrutiny sub-committees and council members on policy and practice issues.
- Provide leadership to a multi-disciplinary range of staff including the Director of Education, Assistant Directors within the Children services, , and other managers within social workers, police, health workers, early years workers and youth workers.
- To ensure that robust supervision and quality assurance are in place, including systematic and regular auditing of cases that are reviewed by senior managers.
- To contribute to the completion of high-level plans, including the Council's Corporate plan.
- To manage high risk child protection and children looked after decision making and planning to improve the life chances and outcomes for children and young people in need.
- To manage and develop a range of family support services including, parenting programmes, to promote the model of prevention through earlier intervention, targeted and specialist provision, ensuring risk is managed and safeguarding children in need, including those in need of protection, and children looked after.
- To manage safe recruitment and retention practices for the social care and early support workforce and undertake investigations into any allegation and/or concerns in accordance with relevant child protection and staff procedures.
- To manage all functions in a manner that encourages and supports the engagement and participation of children and young people and works in partnership with parents and carers.
- To ensure that relevant childcare panels including the fostering panel, adoptions and permanence panel and permanence tracking panel are chaired and managed effectively.
- To make sure the directorate is inspection ready at all times, by ensuring systems are place to hold managers to account, deliver regular case audits, with robust governance structures ...manage the preparation process and follow up of all external inspection and regulatory visits as they relate to Children's Services.
- To undertake all necessary monitoring and review functions for all services commissioned with external providers.
- Ensure in conjunction with strategic partners, government and other agencies the achievement of Council objectives and the fulfilment of statutory obligations and national requirements for Children Services.

- To brief Members, including portfolio holders, Cabinet Members and Ward Councillors

Generic Duties

- To ensure compliance with your responsibilities as laid out in the council's health and safety policy and take an active role in promoting a positive health and safety culture.
- To promote and participate in the council's individual performance appraisal and development initiatives and information management best practice.
- To ensure compliance with the council's information security policies and maintain confidentiality.
- Implement and champion, through service and staff development, the Council's Health and Safety, Equal Opportunity and Information Security Policies.
- Promote and ensure participation in the Council's IIP and training initiatives, information governance initiatives and information management best practice.
- To ensure that the post holder complies with their responsibilities as laid out in the Council's health and safety policy and takes an active role in promoting a positive health and safety culture.
- To support the operation of local and general elections when requested by the Retuning Officer.
- To manage the functions so that the services provided are responsive to customer requirements, accessible to all areas of the community and provide value for money.
- To develop the structures, systems and policies necessary to support effective service delivery.
- To motivate, train, develop and performance manage staff to maintain an effective workforce capable of meeting its objectives.
- To formulate annual strategic & operational plans and budgets for the functions so that there are clear priorities and appropriate resources are allocated to their achievement.
- To resolve the most complex and high-level operational issues so that they are resolved effectively, and precedents are set for the resolution of similar issues.
- To develop longer term (2-3 years) plans for the services managed so that they are developed in line with Council and Government priorities and residents' requirements.
- To ensure services link effectively with related service provision, within or external to the Council, so that coherent and value for money services are commissioned & provided. Where appropriate, and in conjunction with other service providers, to undertake joint planning of service delivery and/or for the closer integration of service provision.
- DCS is responsible for the Children's and Education budget. S/he would Oversee, manage, monitor and control the overall children services budget to ensure that expenditure is in line with the agreed business plan.
- To manage the teams and service provided in a way that delivers Councils Race Equality Plan, and promotes the Council's approach to diversity.
- To promote the benefits of working collaboratively across the People Directorate

Values, Behaviours and Equalities

We want our colleagues to live our values. These values describe what we stand for and how we do things at Harrow whilst inspiring, challenging and guiding us towards the delivery of our organisational ambitions and goals. Our three values are:

Be Courageous, Do It Together and Make It Happen

These values will also help us to achieve our equalities vision of being a proud, fair & cohesive Harrow, a great place to live, work & visit.

Knowledge, Skills and Experience

Role requirements	Essential	Desirable
<i>Delete as appropriate (front facing roles only)</i>	✓	

In accordance with the Immigration Act 2016, where the role is customer-facing and the post holder is required to speak to members of the public, the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post			
To demonstrate a commitment to the Council's Equal Opportunities & EDI Policy and the ability to understand and implement the policy in relation to the job responsibilities	✓		
Comprehensive working knowledge of relevant legislation.	✓		
Robust understanding of the Policy & guidance underpinning safeguarding, youth offending and integrated services	✓		
Experiencxe of leading successful Ofsted Inspections and regulatory framework for Children's Services including residential provision and Children's Centres.	✓		
Significant senior management and local authority experience	✓		
Experience of managing complex statutory safeguarding and youth offending services	✓		
Experience of managing large service budgets effectively.	✓		
Experience of leading and managing significant change.	✓		
Experience of partnership working with a wide range of stakeholders and multi-agency services.	✓		
Experience of working with Elected Members.	✓		
Excellent communication skills, using a variety of methods for a wide range of audiences.	✓		
Ability to lead and contribute to the management of change and service redesign.	✓		
Ability to analyse and compile complex management information.	✓		
Ability to attend meetings out of hours (evenings and weekends) as required	✓		
Willing and able to be part of the Out of Hours Duty on calls provision including to respond to security calls from in-house residential settings.	✓		
Ability to undertake senior manager responsibilities	✓		
Qualifications			
Role Requirements.	Job specific examples (if left blank refer to left hand column)	Essential	Desirable
Educated to degree level. [Social Work qualification]		✓	
Evidence of continued professional development including any relevant professional qualifications		✓	
Active SWE registration.		✓	
Enhanced DBS disclosure.		✓	
Other Requirements			
The job involves travel for business purposes: Yes			