

**Job Description**

**Job Title:** Wear Together Supervisor

**Salary Grade:** Grade 7

**SCP:** 26-30

**Job Family:** People Care

**Job Profile:**

**Directorate:** Social Care

**Work Environment:** office and other locations throughout Sunderland, including a residential home

**Reports to:** Wear TogetherTeam Manager / Deputy Manager (residential)

**Number of Reports:** 6

Your normal place of work will be at one of Together for Children’s Sunderland sites, to include a residential home.

This position requires an Enhanced Disclosure and Barring Service (DBS) Check.

**Purpose:**

To support the management of a new, innovative service in Sunderland, “Wear Together,” which will work together with young people and their families to prevent them becoming cared for where there is a risk of family breakdown. The purpose of the service is to ensure young people can thrive in their family and reach their potential.

We are looking for a Supervisor who can support the Team Manager in developing a service that will make a real difference to the lives of children, young people and families in Sunderland.

Initially the team will work with young people who have multiple needs and may have experienced trauma, so you will need to understand the challenges this can present for staff and support them to remain resilient in their day-to-day work.

You will provide on-the-ground support and drive change in helping young people and families find solutions, build sustainable and meaningful relationships and reduce the risk of harm so they can stay safely in their families and community.

You will support the Team Manager to promote the use of evidence-based models including Signs of Safety and Restorative Practice. In addition, you will develop and maintain multi-agency networks.

Initially the team will be working with young people in their family homes and in the community, however our aspiration is to embed this new team within an Ofsted-registered ‘Hub’ where an expanded multi-agency team will work with young people, providing some short term alternative care. Therefore, a residential qualification must be held or undertaken to support overnight care.

**Key responsibilities:**

* To support service delivery by leading and supervising the new team, supporting the development of the Wear Together project.
* Deputise for the Team Manager as appropriate.
* Manage high levels of risk within the team's caseload.
* Be involved in developing and implementing a training plan for the team.
* Be committed to safeguarding and promoting the welfare of young people.
* Support the development and implementation of effective evidence-based models of practice in the team.
* Manage complex plans and resources to support young people and their families.
* Develop good links and relationships across TfC and other agencies.
* Ensure effective and quality case recording and assessments is maintained within the team and contribute to quality assessment processes including case file audits etc.
* Chair family meetings and contribute to case reviews, CIN plan statutory reviews and other meetings about young people supported by the service.
* Build effective and trusting relationships with young people and their families.
* Ensure practice is solution focused and achieves good outcomes for young people and their families.
* Ensure the voice of the child is represented in all aspects of service delivery.
* Adopt the Signs of Safety and Restorative Justice models of practice and promote this within the team and across agencies.
* Provide out of hours support and decision making.
* Ensure effective information sharing with young people, their families, colleagues and other professionals.
* Ability to analyse data.
* Budget management.

Other duties and responsibilities may be allocated which are appropriate to the grade of this post.

The post holder will be required on occasion to travel within the City as required to undertake the role and this will involve use of their own vehicle, which will mean the post qualifies for an additional Essential Car User allowance payment in addition to the advertised salary.

**Additional Information/Other Requirements:**

**Statutory requirements:**

In line with the Together for Children’s Statutory Requirements, all employees should:

* Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland’s records and information and respect the privacy of personal information held by Together for Children Sunderland;
* Comply with the principles and requirements of the Freedom in Information Act 2000;
* Comply with the Together for Children Sunderland’s information security standards, and requirements for the management and handling of information;
* Undertake the duties of the post in accordance with the Company’s Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies.

**Author**: Caroline West

**Date**: 20/04/2021



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| **Requirements** | |
| **Qualifications:**   * NVQ level 4 in Health and Social Care, or equivalent. * Hold or be prepared to work towards a Level 3 Diploma for Residential Child Care (or equivalent). * Evidence of continual professional development and an ability and willingness to undertake further work-based learning. * Current clean driving licence, access to a car with current MOT and business insurance or means of mobility support. * Social work qualification e.g., CQSW, CSS, DIPSW or equivalent is desirable but not essential. | Application Form Interview |
| **Experience of:**   * Working with young people who have multiple needs and may have experienced trauma. * Supporting staff in challenging situations. * Providing leadership and decision-making. * Change management and developing a team ethos and culture committed to promoting best outcomes for young people. * Multi-agency partnership working. | Application Form Interview |
| **Knowledge and understanding of:**   * Substantial knowledge of safeguarding and child protection procedures. * Knowledge of the Signs of Safety model of practice and effective evidence-based practice and research in working with young people, e.g. Restorative Justice, Desistance Theory. * Knowledge of relevant legislation, e.g. Childrens Act 1989 and 2004. * Knowledge of case recording systems and understanding of the importance of promoting accurate recording within the team. * Knowledge of health and safety legislation. | Application Form Interview |
| **Ability to:**   * Ensure the views of young people are represented and supported, including with partners and in service development. * Promote practice models such as Signs of Safety and Restorative Justice approaches, both within the team and with other agencies. * Support effective implementation of practice, policies and procedures. * Work on a 7-day rota outside normal working hours, to meet the needs of the service and provide out of hours support and decision making. | Interview |
| Commitment to Equal Opportunities | Interview |

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**Date**: 19/04/2021