

Job title: Dorset Safeguarding Children’s Partnership Service Manager

Directorate/Service/Team: Dorset Council, Children’s Services, Quality Assurance

# Organisation Structure

Reporting to: Head of Quality Assurance and Partnerships

Responsibility for: Leading the administration and co-ordination of the Dorset Safeguarding Children’s Partnership (DSCP)

# Context of Work

The role involves ensuring that statutory strategic partners fulfil their safeguarding duties in line with "Working Together" guidelines. The individual will advise the DSCP Board (SSB Board) and its wider network on their statutory obligations, stay informed about national and local safeguarding developments, and coordinate responses to these initiatives. They will oversee the development, implementation, and monitoring of the DSCP Strategy and Business Plan to ensure effective multi-agency safeguarding arrangements for optimal outcomes for children and young people.

Key responsibilities include collaborating with the DSCP Board (SSB Board) and Independent Scrutineer to produce the annual safeguarding report, representing the DSCP at various meetings, and supporting child safeguarding efforts in alignment with Dorset Children’s Services. The role also involves aiding local partners during regulatory inspections, supporting the scrutiny arrangements of the DSCP, and developing a multi-agency performance framework to reflect safeguarding activities.

The individual will manage the DSCP budget, develop and oversee the DSCP Business Support Unit, and ensure the implementation of effective multi-agency policies and procedures. They will establish governance arrangements for clear communication within the partnership and with other boards, coordinate multi-agency safeguarding responses, and identify and disseminate learning from various sources. Additionally, they will manage the multi-agency appeals process, commission independent authors for CSPR’s, and coordinate training as required by local and national safeguarding reviews.

**Required Experience/Skills**

* It is essential that the individual applying for this role has significant in child safeguarding and senior leadership which has included line management and working closely with multi-agency partners to achieve shared goals.
* We have provided a guide for what level you need to have already been at in Children Services, Police, NHS or Education to apply:
  + NHS employer would need to be band 8A or above in a child safeguarding and have senior management experience working with multi-agency partners.
  + A Police officer would need to be at inspector level or higher in a child safeguarding/multiagency role, (we will consider experienced sergeant within multi-agency safeguarding function).
  + Social worker or Family worker would need to be Service Manager or higher (we would consider a TM ready for a promotion).
  + Education, you would need to have been in the senior leadership team at a school, at assistant head-teacher or higher with designated safeguarding lead experience.
* Proven track record in leading safeguarding services to a high standard and being able to challenge partners to achieve the best outcomes for children.

# Required behaviours

**Respect:** We value our differences, we treat everyone with fairness, dignity, and understanding.

* I am aware of the impact my actions could have on others.
* I seek and value other opinions, ideas, and beliefs especially when they are different to my own.
* I recognise and appreciate the contributions that others have made.
* I communicate using appropriate, clear and inclusive language.
* I actively listen and engagein conversations with others.
* I adapt my approach when interacting with others, understanding their needs could be different.
* I take care of myself by setting reasonable work boundaries.

**Openness**

**We welcome new ideas; we are honest, positive and inclusive**

* I communicate openly considering the right time and right way to do this.
* I am honest even when the message is difficult to deliver.
* I listen to and seek out alternative views and ideas.
* I am open and adaptable to new ways of doing things and approach them in a positive manner.
* I explain the decisions that I have made in a way that is easy to understand.
* I seek feedback on how I am doing and act on what I have learnt.
* I am willing to change my approach based on new data and evidence.

**Together**

We combine our strengths with others to achieve a shared purpose and common goals.

* I value working with others and appreciate that combined efforts will help to achieve better results.
* I provide help to others when it’s required to get the job done.
* I work towards ambitious goals with others, providing the necessary support and challenge to succeed.
* I utilise the skills and strengths of others to achieve a stronger performance
* I share information, insights, and resources to empower others to work more effectively or make better decisions.

## **Accountability**

### We take ownership for our work, our actions and our decisions.

* I understand and deliver what is expected of me in my role.
* I own the decisions, actions and choices that I make.
* I own any errors that I make, I rectify them quickly and learn from my mistakes.
* I do the right thing even when it might not be the easy thing.
* I am honest about my abilities and communicate when I cannot deliver what is expected of me.
* I recognise when things are not going well and look to improve by seeking support from others.
* I challenge others if their actions do not align to our organisational values.

**Curiosity**

We aspire to learn, explore, and adapt to new opportunities and experiences.

* I look at ways to learn and grow my skills, knowledge and experience so I can be effective in my role.
* I seek to understand and question if things can be done differently, without criticising the work of others.
* I experiment with different ways to do things that could be more effective and lead to a better experience.
* I overcome problems or difficulties by exploring alternative ways to do things.
* I proactively gain a deeper understanding from inside and outside the organisation to achieve the best outcomes.
* I take time to review how I work and consider ways to improve my performance.

# Service Information

The purpose is to lead and enable the DSCP to make the best use of available resources, so that local needs are met and to achieve tangible improvements in outcomes. The functions of the DSCP are to:

* Offer a strategic and holistic view of safeguarding
* Provide intelligence and a robust evidence base for decision-making
* Ensure resource allocation supports the delivery of local priorities
* Challenge the status quo and drive innovation and the improvement of outcomes
* Derive maximum value and impact from change, commissioning and procurement activities
* Develop and implement change and transformation
* Develop markets to source the best, most cost-effective providers
* Develop strong relationships with providers
* Plan and deliver sufficiency duties
* Provide high quality and relevant information to partners, employees and children, young people and parents and carers
* Lead strategy and policy development

**Our mission**

•Children in Dorset thrive, are safe happy and are the very best that they can be.

* We inspire and enable children, young people and their families to find solutions that enable them to develop sustainable, safe and secure relationships with each other and within their community.
* We listen and act so that the voices of children and families is at the heart of everything we do.
* We work together to collaboratively shape, support and develop communities

Our vision is that we want to

* Shift our efforts to early help
* Get it right first time
* Work to meet need, rather than manage threshold
* Co-produce services with families

Our values are

* Collaborative – we want to work with citizens and communities, not do things for or to them
* Strength based – we work with people, not problems
* Restorative – we want to stop harm and repair relationships We want to fundamentally change our model of service delivery to one which has the following design principles
* Our services will be rooted in place and delivered by multi-professional teams
* Our approach to citizens will be strength based and restorative
* We will proactively provide early help, rather than reactively make a late intervention
* We will measure our success on how we have made life better for children and young people
* We will always learn and strive to improve so we can deliver better outcomes for children and young people
* We will be digital by default and deliver services only where we are required by law, and where we can do this more effectively and more efficiently than anyone else

# Travel Requirement

This position has a significant travel requirement. This means that there is a requirement for a vehicle (or transport deemed to be suitable by the council) to be available on most working days to carry out normal duties. Employees in positions with a significant travel requirement are required to provide a replacement vehicle if their usual vehicle is not available over an extended period.

# Other information

The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. There is a DBS requirement for the post. The facilitation of strategic partnerships and ensuring good governance will be a critical aspect of this role, requiring a high degree of organisation and planning. The post holder will regularly deal with a range of complex and contentious matters requiring a high degree of personal ability to influence and support partners The post holder will be required to manage multiple and often competing deadlines and to work within frequently changing circumstances and conflicting priorities with responsibility to change the priorities of others. The postholder will be required to analyse, assimilate and use evidence from a wide range of sources including data, intelligence and research. The ability to translate this into strategies, policies and plans that are understood by others is essential. The post holder will be required to take decisions that lead to the setting of work standards for others leading to changes in procedures or practice and with a major impact on the service and hold a relevant qualification within police, social care or health at degree level or evidence of significant experience in managing safeguarding partnerships.

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|  | **Context statement prepared by:** | |  |
| HOS QA and Safeguarding Partners | Megan Cameron-Brown | Date | 26/02/2025 |