

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Multi-agency Safeguarding Training and Workforce Development Lead WSCP (Wandsworth Safeguarding Children’s Partnership)	Grade: Link grade PO4 – PO5
Division: Children & Families	Directorate: SSA Children’s Services
Responsible to: WSCP Business Manager	Responsible for: N/A
Post Number/s: RWA1143	Date March 2024

Working for the Richmond / Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Borough Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront innovation in local government and the organisation will invest in your development and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose:

The role of the WSCP Safeguarding Training and Workforce Development Lead is to lead on planning, managing, developing, delivering, commissioning and reviewing the delivery of the Local Safeguarding Children Partnership’s multi-agency safeguarding training programme; the focus is on development of the multi-agency workforce in Wandsworth to deliver effective practice in safeguarding and promoting the welfare of children, with particular reference to the requirements of the Children’s Act 1989 and 2004, Children and Families Act 2014, London Safeguarding Procedures and Working Together to Safeguard Children 2023.

This is a linked grade post PO4-PO5. To be appointable at PO5 specific elements of the duties and responsibilities must be met at interview. These are clearly marked below.

Specific Duties and Responsibilities:

1. Take a strategic lead on identification, promotion and delivery of a safeguarding training programme for Wandsworth partner agencies and stakeholders that will address WSCP priorities effectively.
2. Strong partnership working and collaboration with Designates and Safeguarding Leads and members of the Children's Social Care Academy to ensure effective alignment of training needs analyses, training plans and delivery programmes; recommending and implementing advantage, where practicable, of synergies and efficiencies between these.
3. Work with the Partnership Business Manager to ensure learning and recommendations from serious child safeguarding incidents and child safeguarding practice reviews are implemented and embedded in multi-agency workforce development.
4. Use knowledge and expertise re learning and development and safeguarding to manage risks in relation to provision of high-quality safeguarding training for and by Wandsworth partners agencies - raising professional challenge effectively.
5. Ensure effective systems are in place to quality assure training and development events you have commissioned and to report on outcomes; challenging and supporting managers to assist them in translating learning from training into practice.
6. Collate and analyse training and development needs in collaboration with all relevant stakeholders and with reference to statutory requirements and best practice; using analysis and collaboration to contribute to and influence partner agency workforce training and development strategies and plans where appropriate.
7. Arrange, promote and deliver programmes of training and other learning and development events that will meet identified training needs in line with service objectives and within the available budget.
8. Employ a creative and blended approach to the design and delivery of training and development events, incorporating e-learning, virtual and classroom-based methods, taking into account principles of reach, accessibility and affordability. This will include some direct delivery of training where this is likely to be the most effective and efficient approach.
9. Be aware of new developments in law, policy or innovations in practice which may impact upon the skills and capabilities of the workforce, ensuring that safeguarding delivery is updated accordingly.
10. Take responsibility for influencing and promoting a learning and development culture and for bringing new knowledge into the service that will support objectives of

continuous improvement, innovation and change; including the strengthening of evidence-based practice.

11. To contribute as required to performance review and performance measures on an ongoing basis, helping to ensure that a customer focus is embedded within the service and innovative and creative solutions are evaluated to secure the highest quality and value for money function.
12. To contribute as required to change programmes within the service.
13. To support ways of working that ensure residents and stakeholders are actively engaged in the future delivery of training and development and are able to influence decision making.
14. To contribute as required to the commissioning, markets testing and contract management of services.
15. To work as required in ways that develop good working relations and collaborative arrangements with internal and external stakeholders.
16. To regularly report both to management and the executive on delivery, quality, attendance of training and review the multi-agency programme.
17. The post holder will be expected to monitor the training budget in relation to the post holder's areas of responsibility.
18. To contribute to the continuous improvement of Wandsworth Children's Services and to the WSCP.

To be appointed at PO5

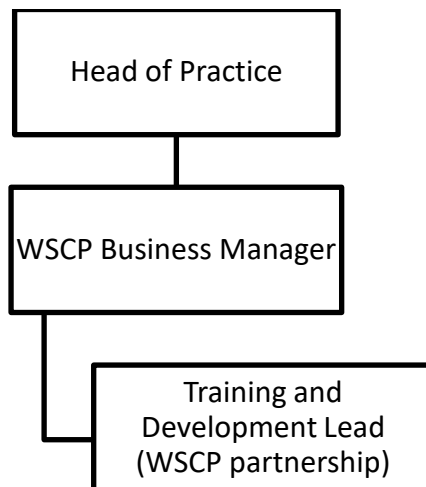
19. To work with the Partnership Business Manager and Quality Assurance Manager to deliver a programme of multi-agency quality assurance.
20. To lead on co-ordinating the multi-agency quality assurance programme in line with the partnership priorities.
21. To prepare reports on quality assurance activity of direct practice with children and young people and the findings and share with relevant managers. To analyse and evaluate information gathered; report and present findings; monitor impact to ensure changes are made to improve the experience and progress of children using services.
22. To ensure practice improvement is delivered through multi-agency training and workforce development – including learning from CSPRs and Rapid Reviews.
23. To undertake audits and dip sampling using data, practice observation, feedback and complaints to inform emerging themes and lines of inquiry.

- 24. To support and co-ordinate thematic practice weeks across the year in association with Social Care Academy colleagues and partners.
- 25. Alongside the QA and Partnership Business Manager, to maintain records of audits, learning from audits and practice weeks, and the impact of audits on practice improvement in a state of continuous inspection readiness.
- 26. The post holder will be expected to keep abreast of and pursue opportunities to bring external funding into the service e.g. the preparation and submission of bids for grant monies.
- 27. To work closely with Richmond & Wandsworth safeguarding Adults Partnership – including learning and practice improvement related to SARs.

Generic Duties and Responsibilities

- To comply with relevant Codes of Practice, including the Code of Conduct, and policies concerning data protection and health and safety.
- To promote equality, diversity and inclusion, maintaining an awareness of the equality and diversity protocol/policy and work to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand the Council’s duties and responsibilities for safeguarding children, young people and adults as they apply to your role within the council.
- The profile is not intended to be an exhaustive list of duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Team structure



Person Specification

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Our Values

- THINK BIGGER
- EMBRACE DIFFERENCE
- CONNECT BETTER
- LEAD BY EXAMPLE
- PUT PEOPLE FIRST

Our Values are embedded across the SSA and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Comprehensive knowledge and understanding of Children’s safeguarding including its application to Social Care, Health, Education and other sectors and it’s underpinning in legislation, national and local policy and guidance.	Y		A/I
Knowledge of key practice learning messages arising from National and Local Childrens Safeguarding Practice Reviews CSPRs	Y		A/I
Good knowledge of different training methods, techniques and delivery models relevant to safeguarding and child protection; including evaluating outcomes from training and supporting the	Y		A/I

effective transfer of learning into the practice environment.			
Evidence of commitment to continuous professional development for self and others and knowledge about enabling the learning of others.	Y		A
Demonstrable understanding of the how the principles and provisions of the Equalities Act relate to this post.	Y		A
Experience	Essential	Desirable	Assessed
Experience of successfully planning, commissioning and delivering training relevant to a wide audience including practitioners across the wider children workforce.	Y		A/I
Demonstrable experience of supporting and challenging a range of agency stakeholders and a track record of helping them to achieve positive outcomes.	Y		A/I
Experience of enabling the performance of others, developing and enhancing their skills through a collaborative approach	Y		A/I
Some experience of actively managing costs and/or allocating resources		Y	A/I
Significant experience of using standard IT packages and the ability to support others in their day-to-day use.	Y		A
Experience of assuring quality and impact of practice in children's social care and with multi-agency partners that improves services for children and families (PO5 level in post)		Y	I
Skills	Essential	Desirable	Assessed
Ability to identify training and development required to deliver the learning required by the WSCP, communicating effectively with agencies and providers, analysing gaps and managing expectations to deliver a realistic and effective programme	Y		A/I/T
Ability to influence others, driving change where knowledge of training needs or gaps requires adjustment by professionals or agencies		Y	A / I
Ability to initiate and complete a training and development cycle i.e. to collate and analyse needs; design and specify course/programme content; provide quality assured training and development services via commissioned suppliers or direct delivery as appropriate.	Y		A / I
Ability to build, maintain and manage effective and collaborative relationships with individuals and	Y		A / I

groups across different levels of the organisation; with staff, trainers and other suppliers of goods and services; and with other relevant stakeholders.			
Good oral and written skills to provide clear and concise messages and reports, with the ability to adapt them to enable access and understanding by a wide range of people.	y		A / I
Ability to work with a high degree of autonomy and initiative, organise and prioritise own workload, and to work under pressure and meet deadlines.	y		A / I
Ability to review, maintain and develop quality assurance to ensure it is providing a comprehensive evaluation of practice that accurately informs the departmental self-evaluation framework (PO5 grade in post)	Y		A / I
Qualifications	Essential	Desirable	Assessed
The post holder must be a qualified social worker registered with Social Work England	Y		C

A – Application form / CV

I – Interview

T – Test

C - Certificate