

Director of Safeguarding – Children’s Services

Department

Children, Young People, Education and Skills
(CYPES)

Division

Children’s Services

Reports to

Director General - CYPES

Job purpose

To be responsible for the continuous improvement, operational leadership and development of the Children’s Service to deliver the expected outcomes arising from the agreed laws, policies and objectives of the Government of Jersey to improve the safeguarding of vulnerable children.

To act as Keeper of the Jersey Child Protection Register and Jersey Chief Social Work Officer to ensure robust governance.

Job specific outcomes

- Lead and be accountable for the shaping and delivery of effective high performing services in an efficient and economic manner, within allocated resources and in line with departmental policy, aims, objectives, procedures and standards, in order to ensure the best possible support services for vulnerable children and children in need in Jersey
- Ensure that appropriate commissioning arrangements are developed to secure an appropriate range of evidence-based services that meet prioritised needs of vulnerable children across Children’s Services.
- Undertake the role of designated Keeper of the Jersey Child Protection Register, ensuring the Register is maintained, shared and developed appropriately, in line with statutory requirements to ensure a robust governance process.
- Assume delegated responsibility for determining when a child should be detained in secure care as set out in legislation and regulation on behalf of the Minister, and fulfil the duties of a member of the Placement Panel as set out by legislation to determine where children remanded or sentenced through the criminal justice system will be placed.
- Be the professional lead for Children’s Social Work, including the lead for child protection work, and be designated as the Jersey Chief Social Work Officer as required in order to ensure statutory standards are met and issues of ‘at risk’ children are addressed with appropriate intervention.
- Direct and oversee the work of all staff in the Children’s Service Support and the engagement of staff at all levels in multi-agency safeguarding arrangements and processes to enhance the well-being of vulnerable children and young people and ensure that effective services are in place to respond to in a timely way and secure the protection of, those at risk of, or subject to, abuse.
- Ensure the most effective, efficient and economic use of resources, including the preparation of an annual budget, taking part in the advisory and decision-making process to secure

appropriate resources, ensuring adequate controls are applied to prevent fraud, liaising with internal and external audit, and ensuring comprehensive budget monitoring to ensure budget balance within a safe service.

- Lead the development and implementation of effective systems that will deliver effective Governance within the Department through the monitoring and evaluation of the quality of the services provided, their benefit to individuals and their compliance with Government of Jersey policies and support.
- Promote the identification and management of risk through the active use of registers and delivery of actions to mitigate risk, and ensure that all complaints and issues concerning Children's Services, including staffing matters which fall within the Harassment and Bullying Policy, are investigated and resolved within timescales and in consultation with appropriate parties, including Crown Officers, to demonstrate public accountability and integrity.
- Ensure effective communication with staff, with service users, carers and key partners, which will ensure appropriate consultation in planning, decision making and review, in order to develop and provide service information to promote public awareness of the range of services provided, and how they can be accessed.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services

The Children's Service promotes the welfare and protection of children in Jersey. This is achieved by the service working with children and families in their communities to keep them together living at home. Positive change is supported to ensure that parenting is good. Where there is concern about safeguarding, protection or the risk of significant harm the service will investigate and take action. This means intervening in the lives of children (without consent if necessary) if things fall beneath an acceptable threshold where there is a concern about a likelihood of significant harm. The service provides a range of care placements; including children's units, foster care and secure placements.

The Minister has a statutory duty to investigate, accommodate, and provide support to looked-after children and in post 16 education when they are no longer looked after. There is legislation for young offenders to be held in Greenfields instead of adult custody when they are held in custody on remand or serving a sentence. The current legislation threshold is high (significant harm) and there is no children in need legislation, however this is being addressed in the legislation transformation programme.

Organisational structure



Core leadership accountabilities

Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customer and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement, innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches talent management and resourcing decisions that promotes diversity and inclusive. Develop workforce plans that ensure the capability and capacity required to meet current and future business requirements

Jersey Standard	To be responsible for creating the Jersey Standards. A performance and service excellence framework for the Government of Jersey
Partnership	Develop effective internal and external partnerships and collaborative working to achieve the strategic vision of One island, one community, one government, one future. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

Executive traits and behaviours

Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

Person Specification [for recruitment only]

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> • Qualified Social worker (DipSW or equivalent) • Must be a current registered Social Worker with the Health and Care Professionals council 	
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<ul style="list-style-type: none"> • Awareness of and sensitivity to, the political implications of professional and managerial decisions. • Extensive knowledge of the strategic challenges facing local government and ideally an Island jurisdiction • Understanding of context of a Local Safeguarding board's role and responsibilities 	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<ul style="list-style-type: none"> • Able to demonstrate a wide range of information technology skills i.e. an ability to effectively use IT equipment and role critical software. 	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<ul style="list-style-type: none"> • Excellent communication, advocacy, presentation, influencing and negotiating skills • Ability to build effective collaborative working relationships with partners and stakeholders throughout the States and across the Island • Ability to contribute to the development of strategy across all service areas • Leadership, organisational and administrative skills • A passion for supporting vulnerable children and young people 	
<p>Experience</p>	<ul style="list-style-type: none"> • Proven successful track record of delivering outcomes and 	

<p><i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>shaping services for an authority or other complex organisations within a pressurised political environment and within financial constraints</p> <ul style="list-style-type: none"> • Significant experience at senior director level across a broad range of front line services or a major function • Experience and expertise in delivery safeguarding social work practice and across the child's journey. • Experience working with a range of partners • Previous experience of robust financial management of service or commissioning budgets and be able to apply commercial and digital principles to their work to achieve outcomes 	
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Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the Government of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business like approaches to managing demand for services to deliver cost effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.