

Job Description and Person Specification

Role: West Midlands Vanguard partnership lead



Job Description

Job Title	West Midlands Vanguard partnership lead
Grade	SM2
Service	Edge of Care Services Coventry & West Midlands Vanguard
Reports to	Through care & Edge of Care Operational Lead and Clinical Consultant Lead
Location	Friargate / City Wide
Job Evaluation Code	

This is a new role to support Coventry and Warwickshire Vanguard in partnership with Coventry City Council Children's Services and Warwickshire County Council to deliver our Trauma informed vanguard/Edge of Care Services options.

The role is to be hosted by Coventry City Council and working in Robust partnership with the NHS ICB Vanguard West Midlands Local Authorities.

This is a high profile, strategic role and an exciting opportunity to be part of the Coventry Children's Statutory Services and West Midlands Vanguard.

Main duties of the job

We know that good quality work is critical to the economic, mental and physical health and wellbeing of all children and young people experiencing trauma.

Following a successful application to be a CCC and Vanguard Partnership, this role will lead the strategic development and operational expansion of the Coventry & Warwickshire Edge of Care, Positive Directions and Warwickshire Vanguard scheme.

This role is a specialist role understanding both existing and emerging trauma informed programmes, policies and strategies at local, regional and national level.

The postholder will need to have a genuine passion for reducing the trauma inequalities of young people and their families, to tackle the wider distress and suffering experienced by these young people and their families' accessing services.

The post will take a leadership role that encompasses:

- lead on the strategic development of a trauma informed practice and care model and support the development of a partnership to implement and embed the strategy.
- To shape the development of the trauma informed model of practice and care across the entire children's social care sector.
- Working in collaboration with our partners across Coventry and Warwickshire.
- Provide a lead quality assurance role in relation to trauma informed social care, including undertaking audits, observations, chairing workshops. Ensure that training and learning is converted into practical solutions and plans for improvements to services which are then implemented.

- Work directly with frontline social care managers to ensure that practical trauma informed pathways for learning and development are in place and are implemented to support and deliver good quality trauma informed Children's social work practice.
- As a system leader introduce innovative trauma informed best practice to front line practitioners through providing professional support to Social Workers family support practitioners, including through group supervision and by promoting reflective practice to create and maintain an environment of continuous professional improvement, learning and embedding the Trauma Informed practice model of care.
- Be responsible for the use of 'Trauma Informed' practice and systems by Children's Social care teams and practitioners, including the provision of training and learning, the project management of implementation, the quality of assurance of practice and the evaluation of outcomes.
- Monitor the quality of reflective individual supervision arrangements in place across the service supporting the improvement of supervision practice.
- Lead and help practitioners and managers to improve the use of trauma informed evidence-based practice and interventions across the entire Children's Social Care sector, by providing expert advice and support in relation to Trauma Informed Care.
- Lead regular discussions with managers and senior practitioners/social workers regarding current trauma informed practice issues, promoting best practice, identifying and proposing solutions for barriers to practice, identifying learning needs and organising action learning sets.
- Manage the Lead Trauma Informed Trainers to oversee the training, learning and professional development of Children's Social Care Workers, including the TI training provision of social work academy and the ASYE programme and the early professional and continuing professional development programme.
- To be available out of hours including participating in the Edge of Care emergency out of hour's senior team on call rota as required.
- Any other duties and responsibilities within the range of the salary grade.

Working for our organisation

Coventry and Warwickshire Integrated Care Board (ICB) is responsible for commissioning NHS services on behalf of people in Coventry and Warwickshire. In consultation with local partners, it plans the delivery of services in a way that both meets local health and care needs and reduces inequalities between different groups. The purpose of our ICB is to bring partner organisations together to:

1. Improve outcomes by keeping young people out of the Secure Estate, Hospital admissions and the care of the local authority population.
2. Tackle inequalities in outcomes, experience and access
3. Enhance productivity and value for money
4. Reduction in school exclusions/school refusal
5. Oversight of the delivery of the Train the Trainer Trauma Informed Practice and Care modules across Coventry Children's Social Care workforces.

As an Integrated Care System, we have agreed a common vision as well as the principles of how partners will work together. This is underpinned by the West Midlands Vanguard for Coventry and Warwickshire.

This Partnership sets out our goal to enable children and young people's services across Coventry and Warwickshire to introduce and embed a Trauma Informed Practice and care implementation model of working within communities to be at the heart of everything we do.

Our vision is more than just an aspiration, it is the driver for real change across Coventry and Warwickshire.

Detailed job description and main responsibilities

To act as the partnerships strategic practice lead, to work within Coventry & Warwickshire to advise on the provision and quality of trauma informed practice & care within the organisation and 'champion' any necessary reform.

- Act as a 'critical friend' within Children's Services; providing independent constructive challenge to social work service staff and managers about where improvements to trauma informed practice or the arrangements for managing and supporting Social Workers can be made and support to ensure that any changes arising from trauma informed training and practice are embedded.
 - To maintain an overview of the effectiveness of trauma informed services for children, young people and their families on behalf of the City Council and the vanguard west midlands, acting as the key link in articulating the experiences of the frontline workers across all levels of management, to the Director of Children's Services and NHS England Vanguard.
 - Provide advice and guidance to assist in identifying opportunities to improve systems, procedures and policies, ensuring compliance with statutory guidance, legislation and best practice and supporting the development of alternative ways of working relating to the delivery of trauma Informed Practice and Care across the entire children's social work practice.
-
- Development of an ICS strategy for implanting a trauma informed model of practice and care partnership approach, to support the delivery and implementation strategy and procedure.
 - Building extensive knowledge base outlining the trauma informed training and development.
 - Working closely with the Training the trainer coordinators, who will be leading on training to support the partnership to embed the trauma informed practice model across the entire children's services workforces in the City.
 - Responsible for the planning and implementation of key elements of the CWICB Vanguard Plan and agreed priorities, ensuring that key milestones are achieved and that the required outcomes are met.
 - Facilitate partners across the health and children's care system in recognising the importance of the trauma informed practice and care
 - Responsible for managing, maintaining and monitoring appropriate budgets.

- Using evidence-based trauma informed research to promote new ways of working.
- Represent at relevant regional/national events/networks.

Person specification

Qualifications

Essential criteria

- Health & Social Care qualification or equivalent specialist experience
- Evidence of continued professional leadership development at senior level within the health, education, or care environment

Knowledge

Essential criteria]

- Experience and understanding of the relationship between the Department of Health, NHS England and the local operating framework for the ICS.
- Highly developed and specialist knowledge and experience of Working with Children, Young People and their families, including existing and emerging programmes, policies and strategies at local, regional and national level.
- An understanding of health and social care inequalities
- Experience of working in and leading multi-agency partnerships
- Experience of planning organisational or partnership resources to support programme/ project implementation.
- Business and service planning experience
- Experience in change management
- Knowledge of the NHS, Local Authority and Voluntary sector and how they work and work together.
Proven track record in leading and managing complex projects and delivering identified benefits.
- Experience of initiating partnership and collaborative working across organisational boundaries

We aim to be a great place to work and have many initiatives in place to support staff. our organisation has an Equality, Diversity & Inclusion Group (Embrace) which meets on a monthly basis and has representation from a wide range of staff groups and supports a fairer and more diverse workplace for everyone.

The Wellbeing and emotional health of all staff providing tips, resources and webinars to support and educate staff from senior management to administrators about their wellbeing.

Person specification

Job Evaluation Code	
Knowledge	
Significant knowledge and expertise in the practice and delivery of social work for children across a range of settings	
Detailed knowledge of current legislation, national standards and best practice affecting children's services.	
Knowledge of national strategies, policies and frameworks for the provision of children's services.	
Detailed knowledge and understanding of qualification and professional accreditation arrangements for social work learning and career pathways.	
Sound understanding of learning theory and practice.	
Understanding of equality issues, particularly within the context of planning and delivery of social work services.	
Skills and Abilities	
Leadership skills, with the ability to articulate a credible vision for social work in Coventry and to engage others to commit to the vision.	
Highly developed interpersonal skills with the ability to establish relationships with all stakeholders, including children, young people and parents/carers as well as with professional colleagues, senior managers, elected members and partner agencies.	
Able to work collaboratively with colleagues whilst offering critical challenge to practice and performance.	
Excellent written and verbal communication skills with ability to communicate with employees at all levels, service users, elected members and partners.	
Able to demonstrate personal resilience and tenacity.	
Highly developed research, problem solving and analytical skills with the ability to analyse performance and management data.	

Able to think strategically and creatively and to work with innovation.			
Able to work and operate independently, generate and lead work without direct supervision.			
Experience			
Significant experience of delivering change in the context of service modernisation redesign and improvement.			
Managing people and performance including objective setting, measuring and monitoring clear outcomes.			
Significant experience in frontline social work including experience of working at a senior level within at least one of the professional disciplines			
Evidence of introducing and leading practice improvement and developing.			
Innovative and creative approaches.			
Managing, motivating and coaching staff, building effective teams and developing a culture of learning and continuous improvement.			
Experience of delivering social work education in practice settings.			
Qualifications			
Recognised qualification in social work, a qualification of SW Practice Educator, or equivalent qualification and a leadership or management qualification or equivalent experience.			
Extensive experience of supervising and managing professional Health and social Care staff.			
Special Requirements			
This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).			
Registration with the Social Work England as a Qualified Social Worker.			
As part of CPD to undertake specified training as required.			
Date Created	April 2024	Date Reviewed	September 2024

