Role Profile

Part A - Grade & Structure Information

Job Family Code	**11SW**	**Role Title**	**Reunification Manager**
Grade	PS11SC	**Reports to (role title)**	**Service Manager LAC and LC**
		Directorate	**Children, Families, Learning and Communities**
JE Band	439-518	**Service**	**Children's Service, LAC and LC**
		Team	**Quadrant Looked After Children Teams**
		Date Role Profile was created	**06/06/2022**

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	Manage and develop reunification family support workers to assess families of looked after children who are identified as being suitable to be reunified to family members. Develop strength-based motivational practice so practitioners can fully assess whether children can return safely to their birth families. Work collaboratively with partners to ensure effective multi-agency informed assessments of families and in accordance with statutory guidelines, policy and standards to ensure that children and young people's needs are being met and vulnerable children and young people are protected from harm. Drive an approach within the team that encourages children and young people to maintain/ build positive relationships with their siblings and family members and supports a successful return home compatible with their welfare and needs. Work closely with colleagues in the Looked After Children's Services, Independent Review Services and other linked professionals to achieve appropriate reunification of children. Manage operational effectiveness of the project, making key decisions in terms of allocation and ensuring progress, as well as being proactive if any safeguarding issues arise. Ensure that reunification assessments, plans, recording, reviews and management oversight is in line with the project aims, Surrey's practice standards and organisational policy and procedure. Promote purposeful social work practice, following the service's parenting/group work programmes, and undertake regular reviews and supervision with the FSWs that is reflective and outlines clearly the next steps for reunification. Chair regular Reunification Plan Review meetings, ensuring plans are SMART and making progress. Manage effective communication of practice, service and organisational issues within the team and work collaboratively across other social work teams, services and with partners to provide high-level integrated support to children and families. Ensure effective information sharing and a holistic approach is imbedded in the practice. Ascertain the views, feelings and wishes of children, young people and their parents /carers and use to appropriately inform the reunification plan.
Work Context	Team Managers sit at the critical level in the organisation that balances supporting social workers in their roles whilst also promoting and implementing organisational goals and targets. As front line managers, they ensure that policy and procedure are implemented and communicated effectively. Team Managers deputise for the Service Manager in ensuring operational effectiveness and consistency of service delivery across teams. They support the Service Manager in developing a culture in which children and families are worked with respectfully, with a recognition of their diverse experiences and backgrounds and in a spirit of partnership that encourages families to develop their own solutions and to receive the help and support they need to address their complex issues. The role holder represents the service to partner organisations, building strong networks and drawing on their expertise to inform how Surrey works with other agencies to share resources and improve outcomes for service users. This role manages a team of social workers and practitioners based at one of the Children's service area offices that work directly with children and young people in the local authority's care.
Line management responsibility if applicable	Manages up to 2 practitioners.

Budget responsibility if applicable	No direct budgetary responsibilities but responsible for resource management of team and authorisation of spend on service users.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	Casework Management • Provide leadership and professional support to colleagues and other professionals in situations of high complexity. • Apply extensive knowledge of practice, theory and legislation to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. • Make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence-informed practice. Assessment and Review • Support and encourage professional decision-making in others, to enable assessment procedures to be used discerningly in response to the presenting needs. • Maintain and provide expertise in specialist assessment and intervention and support others to develop these skills. • Model the effective assessment and management of risk in complex situations, across a range of situations, including positive risk taking situations. Safeguarding • Provide professional leadership on safeguarding issues in collaboration with other senior members of the team. • Provide support to resolve concerns about practice. People Management • Manage a defined team or area providing clear organisation, direction and development. • Provide professional support, advice and/or supervision. • Monitor and support the performance management and development of team members using a coaching approach, to support individual development and ensure that individual contributions are maximised. • Manage complaints where required, and verify assessments and authorise when appropriate. Work with others • Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and arbitration. • Contribute to and provide professional leadership of organisational change and development and address performance management issues that arise. • Ensure that all staff in the team are adhering to the requirements of data quality legislation. Finance/Resource Management • When required, monitor, analyse and manage delegated budgets, funding and resources in accordance with council policies and procedures, or have indirect influence on wider service budget. Duties For All Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity. Health, safety and welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	• Relevant professional qualification and registration where required. • Extensive, sophisticated and up to date working knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of Health and Social Care services. • Ability to promote positive working relationships in and across teams, using strategies for collaboration and arbitration. • Ability to contribute to and provide professional leadership of organisational change and development and address performance management issues that arise. • Ability to communicate effectively in highly charged, complex or challenging situations to a wide range of audiences for different purposes and at different levels, including public speaking. • Ability to model and promote a culture of clear communication, supporting the development of effective communication skills in others. • Ability to influence organisational development pro-actively using feedback from your area of responsibility • Ability to gather information to inform judgement for interventions in more complex situations and in response to challenge. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to use knowledge to make complex judgements in uncertain and ambiguous situations, supporting others to do the same. • Excellent partnership working skills with an ability to communicate and collaborate effectively with partners in statutory, voluntary and third sector organisations. • Competent in the use of basic IT skills. • Demonstrable experience in successful recruiting, performance managing, coaching and developing staff. • Good problem solving and analytical skills with the capacity to devise and implement innovative solutions.

Details of the specific qualifications and/or experience if required for the role in line with the above description	• Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by the HCPC. • Registered or in process of registering with the HCPC. • Substantial experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives in a UK statutory setting. • Able to demonstrate understanding of the needs of children/young people in their specialist area. • Ability to evidence skills in or willingness to develop Motivational Interviewing, partnership working and purposeful high quality supervision that has impacted on improved outcomes for children, young people and families and staff retention. • Satisfactory DBS clearance is required. • Willing and able to travel around the county to meet the demands of the role, to work from different sites, and work evenings and weekends if required in line with service needs.
Role Summary	Roles at this level assist with leading, motivating and managing a team ensuring the service provided is consistent, effective and delivers positive outcomes for individuals, their carers and families. They contribute to and support the development of practice, procedures and policy and specifically the professional development of the team. They are accountable for the provision of effective professional practice within the team, the provision of effective, reflective professional supervision, as well as line management and appraisal. These roles provide expert guidance in situations of complexity, where there is conflict or resistance and enable others in the team to manage complex and challenging situations. They deputise for the team manager when required (where appropriate).
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