

JOB DESCRIPTION & PERSON SPECIFICATION

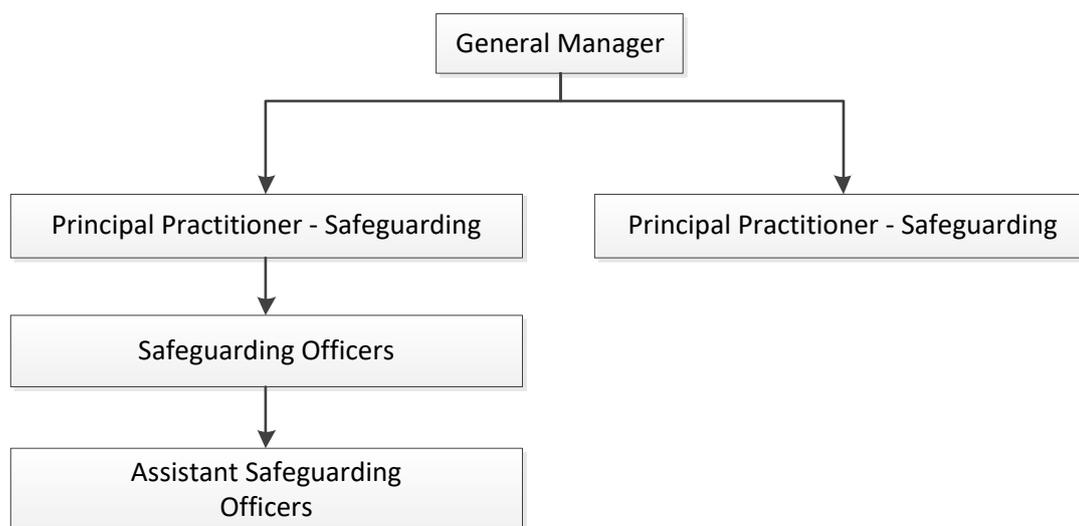
Director Area: Adult Care and Community Wellbeing	Job Ref Number: 4775
Service Area: Adult Safeguarding	Grade: G11 (click here for value)

Job Title: Principal Practitioner – Safeguarding

PURPOSE OF JOB:

To work with senior management to lead the safeguarding adults agenda in Lincolnshire. To manage a specialist Safeguarding Team performing statutory Safeguarding duties set out in the Care Act 2014 and reflected in Lincolnshire's multi agency and Lincolnshire County Council's internal Safeguarding Policies and Procedures. To provide specialist advice and support to colleagues both within and outside of LCC on safeguarding matters. To work in conjunction with all partners to ensure that we safeguard both the individual and the organisation with both effective and defensible decision making in this high reputational risk area of Council business.

TEAM STRUCTURE:



MAIN DUTIES:

1	Lead, and manage colleagues delivering a personalised approach to safeguarding and social care practice, achieving good outcomes for people through an enabling culture of positive risk management <ul style="list-style-type: none"> • Coach/mentor teams/colleagues as appropriate to embed Making Safeguarding Personal and strengths and asset based community practice • Demonstration at the relevant level of the Council's Core Abilities <ul style="list-style-type: none"> • Personal Leadership • Being Future Focused • Political and Commercial Astuteness • Supporting a High Performing and flexible workforce • Drive for Results Act as a role model to others to helping them to manage uncertainty and to respond positively and creatively to changing expectations
2	Lead and drive the development of staff through training/coaching/mentoring. To ensure

	that performance standards are met and to provide corrective action to quality related issues as they arise.
3	To ensure the six principals of safeguarding set out in the Care Act 2014 and Making Safeguarding Personal become embedded in safeguarding practice across the Council, partners and providers and underpin a shared commitment to supporting people to achieve their desired outcomes.
4	To demonstrate advanced knowledge and expertise in Lincolnshire Multi Agency Safeguarding Policy and Procedures and LCC's internal Safeguarding Adults Procedures and provide leadership to colleagues and partners in implementing them across the health and care sector and lead on particular areas as and when required.
5	Provide oversight and decision making in relation to complex cases ensuring that prescribed Safeguarding Policies and Procedures are observed for the protection of adults who are experiencing, or at risk of abuse or neglect, and put the outcomes for the person at the centre of practice.
6	To chair multi-disciplinary planning/risk assessment meetings for individuals with complex needs and at high risk to ensure a coordinated approach to addressing safeguarding concerns and support people to meet their outcomes.
7	To be held to account for performance both on an individual and team level within the safeguarding agenda in Lincolnshire.
8	To be willing to contribute to the development of the safeguarding agenda both locally and nationally.
9	To have good knowledge and understanding of partners roles, responsibilities and ability to assist in the safeguarding agenda and to know when to include them in information sharing and decision making.
10	Ensure Adult Care quality assurance systems and quality practice standards are implemented in to practice including the monitoring and review of casework.
11	To have the necessary skills to write reports for Courts and other external bodies and to present them in a confident and capable manner.
12	To have a 'can do' and 'outcome focused' attitude to problem solving.
13	To be a confident decision maker who has risk assessment at the heart of their decision making and bases their judgement on evidence and 'what works' for individuals and ensure that resources are committed on the basis of understanding risks.
14	To take personal responsibility for own training and development so that skills set and knowledge is kept up to date at all times.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
A professional Social Work, Occupational Therapy or Nursing qualification with a current professional registration with HCPC/NMC	A	✓	
Substantial experience in Health and Social Care matters with particular reference to the areas contained within the Lincolnshire Multi Agency Safeguarding Policy and Procedures.	A,I	✓	
Ability to manage a staff group taking into account professional boundaries.	A,I	✓	
Leadership skills and the ability to model good practice.	A,I	✓	
Knowledge of Legislation and statutory guidance frameworks relating to safeguarding and the provision of health, care and support	A,I	✓	
A willingness to learn and adapt new ways of working responding to Government and local agendas and initiatives.	I		✓

Knowledge of Health and Social Care organisational arrangements including the role of CCG's and other NHS Trusts in relation to Adult Care Services	A,I		✓
Understanding of the performance agenda and the ability to make changes to practice to improve performance	A,I		✓
Ability to deal with staff disputes	A,I	✓	
Supervisory skills and the ability to arrange and manage staff meetings	A,I	✓	
Understanding of IT and the way in which it can be used in the workplace.	A,I		✓
Comprehensive knowledge of the personalisation agenda and its application in the workplace.	A,I		✓
The specific knowledge, skills and abilities required will vary depending on the needs of the role. Specific posts may necessitate advanced specialist knowledge and skills. Post holders should be comfortable working with ambiguity and uncertainty.	A,I		✓
In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English	I	✓	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding - All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.