



Working
for Children
and Families
in Solihull



Team Manager

Children's Disability Team



Solihull Council is on a transformational journey committed to ensuring the best possible outcomes for our children, young people and their families across our local area. We've increased investment in our people and services, as well as introducing additional resources that allow us to deliver more positive changes to the borough.

We are looking for Social workers to provide a Social Work service to vulnerable children, young people and their families that positively promotes their welfare and life changes.



Children's Disability Team

Our children's services are made up of a strong network of teams, who work on a collaborative basis. Together, we all play our part to ensure Solihull's children, young people and families get the help and support they need.

Children's Disability Team

Working with children who have complex needs and require intensive intervention to ensure that their needs are met, and they can achieve their full potential. The team have significant experience and knowledge in working with children with complex needs and undertaking varied and diverse case management activities.



Team Manager

Salary up to £55,849 per year

**Interview date: Rolling dates
across November 2023**

**Permanent full-time, Monday to
Friday with flexible working**

About the Role

We are looking for a Team Manager to take responsibility for the leadership and day to day operational management of the Children's Disability team, providing line management to staff.

This team works closely with colleagues in the EHCP team and other partners, collaborating in development of Education, Health and Care plans to a high standard and within a statutory 20 week deadline. The post holder will be responsible for Level 2, level 3 and level 4 work.

The Team Manager must work positively to ensure that children and young people are supported to receive their care and education within their own families and communities, maximising people's own strengths and networks. They must ensure the team promotes independence and support particularly through key transition stages in the child's / young person's life.

Be responsible and accountable for the effective management of public resources including delegated budgets and staff. The post holder must be able to demonstrate leadership by example, which will result in high performing teams that deliver quality outcomes within appropriate timescales.

Ensure the workforce works in a person centred way, informed by the voice of children, young people, their carers and families.



Team Manager

As part of this role you will:

- Take a lead role in development work with stakeholders and partners to maximise opportunities for integration and partnership working, as to deliver service improvements. To lead developments, support and contribute the development of practice, procedure and policy.
- Be accountable for the performance of the team, ensuring they operate at all times within Safeguarding procedures and the professional ethics and disciplines of the relevant professional regulatory body.
- Manage and support staff through regular and effective supervision, performance and development reviews. Ensuring that all work is carried out in accordance with legal requirements, directorate policies and procedures, that performance standards and targets and good professional practice are met. Ensuring continuous personal and organisational development and improvement for each member of the team.
- Develop and implement a service improvement plan that reflects multi-agency priorities.
- Attend the EHCP panel, to ensure the care element of all plans is provided within timescales, fit for purpose and delivers improved outcomes. As necessary attend SEND Tribunals in relation to EHCP appeals.
- Oversee the robust use of management information systems to monitor and improve outcomes for children and young people with SEND and ensure best values are provided.
- Demonstrate and clearly record defensible decision making that balances risk management with improved outcomes for children and young people.



Team Manager

As part of this role cont...

- Undertake the investigation of complaints at Stage one and Stage two of the process, in accordance with council policy as required.
- Chair a range of meetings (including professional and service user meetings) as required and appropriate. Facilitate and make positive contributions to regular team meetings and represent the service at Directorate meetings, working groups and other Organisational meetings as required.
- The post holder must be a champion for the rights of people of protected characteristic groups. Committed to addressing discrimination in all its forms and promoting equalities, inclusion and diversity in practice and in strategic decision-making.
- Manage resources in a manner which demonstrates best use of family, informal and community based provision within the Local Offer. As well as the promotion and use of S17, Personal Budgets within the EHC plans and care and support plans.
- Manage the use of personal budgets and follow financial processes in place regarding these. Carry out all delegated decision making in accordance with policy, procedures, Standing Orders and relevant budget legislation and statutory requirements.
- Tendering processes for SEND Local Offer short break services.



Team Manager

Our offer to you

- Earn one of highest salaries in the region. In a recent independent analysis of pay data across the West Midlands comparing our maximum grade salaries to 13 other local authorities we were proud to learn that our offering is in the top three for both Social Worker and Senior Social worker. Earn up to £55,859 pa as a Team Manager.
- Local government pension with 6.8% (subject to annual review/change) section contribution.
- 25 days annual leave rising to 30 days after 5 years of service. We also offer the opportunity to buy up to 10 days of additional leave per year.
- Hybrid working approach across the borough of Solihull, including council buildings and other localities.
- Flexible working hours.
- Our Children's Social Care Academy provides training and coaching for practitioners, with year-round training to progress in your career. Working in partnership with Bournemouth University, we deliver academic programs in-house to help you attain the Practice Education Award at either Honours or Masters level.
- Manageable workloads - our Social Workers have an average of 17 children, giving you the time to give dedicated support where it is needed.
- Cycle to work scheme.



Team Manager

About You

- Hold a Professional Social Work Qualification, PQ or Practice Teaching accreditation and have Social Work England registration. Evidence of Continuous Professional Development and looking for a new challenge in a forward thinking organisation.
- Substantial post qualifying experience in Children's Social Work Services, including experience in a statutory SEND setting.
- Experience of Multi-agency working within a SEND setting. Significant management experience within a pressurised Children's Disability Social Work environment. Detailed knowledge of SEND practice, policy and relevant legislation including: Children's Act 1989, 2004; Children's and Families Act 2014; Care Act 2014; Mental Capacity Act 2005 (Inc. DoLS), etc.
- Knowledge of Social Work England Social Work Standards of Proficiency. Evidence of up to date knowledge and understanding of regulations, research and initiatives within the SEND arena i.e SEND and Alternative Provision Improvement Plan, 2023.
- Experience of managing positive risk taking and making decisions within safeguarding.
- Possess effective leadership skills, including the ability to lead, motivate, support, develop and manage an effective Social Work team. Have the ability to respond positively to challenging situations.
- Ability to communicate complex and sensitive information verbally and in writing, including effective report and letter writing skills. Possess effective negotiation skills. Strong analytical skills including the ability to use data and research to effectively inform robust, evidence based decision making.
- Have the skill and ability to lead, motivate, support and develop individuals.
- Hold a driving licence and own your own vehicle as this is an essential car user post due to the demands of the job.
- For disabled applicants, reasonable adjustments will be made where required.



Team Manager

About Us

- We place children and young people at the heart of all we do to enable them to achieve their potential and lead fulfilling lives. This means our workforce needs to be effectively led, supported, and well trained. It's our aim to offer high-quality supervision and guidance to all team members. This includes supporting you, as you support others in the team.
- We pride ourselves on a strong culture of child-focused practice. This means transparency, cooperation, and a real commitment to the young people we will care for.
- These posts involve working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the Disclosure Scheme can be found here: www.gov.uk/disclosure-barring-service-check

If you are interested in applying to become a Team Manager for our Children's Disability Team please submit a copy of your CV to hello@workingforsolihullcouncil.co.uk or apply via our [website](#).





I love the diverse and inclusive environment here. The support we get is amazing, and it feels like a big, caring community within our children's services teams. This positive atmosphere helps us work together and focus on what's best for the children and young people we help. I'm proud to be part of an organisation that truly cares about its employees and the community we serve.

Sarah, Assistant Team Manager



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