

Manager Recruitment Template

Name of Team	Adult Safeguarding Team	
Name of Manager	Maria Blazekova	
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1. Pen picture of Teams (points below for illustrative purposes)

Key Activities	<p>Living a life that is free from harm and abuse is a fundamental right of every person. When abuse or neglect does occur, it needs to be dealt with swiftly, effectively and in ways that are proportionate to the concerns raised. In addition, the person must be at the centre of any safeguarding response and must stay as much in control of decision making as possible. The right of the individual to be heard throughout the process is a critical element in the drive to ensure personalised care and support.</p> <p>The team works in a multi- agency way to provide a positive and empowering experience for the adult at risk and concentrates on their Making Safeguarding Personal (MSP) outcomes. All members of the team display professional curiosity and team work.</p>
Key Outcomes	Working together to prevent and stop both the risks and experience of abuse or neglect. Safeguarding balances the right to be safe with the right to make informed choices, while at the same time making sure that the person's wellbeing is promoted, taking into consideration their views, wishes, feelings and beliefs when deciding on any action.
Key Service Users	People who may be in need of care and support services; and who are or may be unable to take care of themselves, or are unable to protect themselves against significant harm or exploitation.

etc

2. Role of Consultant Practitioners in Teams

Oversight of Practice	<ul style="list-style-type: none"> • Provide support to all practitioners, ensure high quality reflective practice and evidence the safeguarding principals of making safeguarding personal • Ensure best practice is followed and evidenced in recording • Provide reflective supervision • Facilitate and shape multi-agency working with partner agencies and providers • Improve processes • Participate in MAST/MASH, MARM, MAPPA, and MARAC • Oversee decision making of duty social worker and support helpdesk officers • Ensure effective communication with community and professionals • Support carers, friends and family members throughout contact with the Safeguarding team • Provide regular feedback to the person at risk, their advocate and other
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	relevant people
Carrying Limited Caseload	<ul style="list-style-type: none"> • Hold small caseload of complex s42 enquiries • Chair Safeguarding meetings • Coordinate and chair multi-agency risk management meetings • Ensure continuous learning and improvement of practise • Facilitate training and reflective group sessions • Oversee high risk domestic abuse incidents in relation to adults at risk and ensure policies are followed
Authorising Assessments etc	<ul style="list-style-type: none"> • Quality assure safeguarding enquiry work completed by practitioners and providers to ensure appropriate practice. • Oversee completion of risk assessments, safeguarding plans, protection plans and MSP outcomes of the adult at risk • Ensure safe practise
Supervision of Staff	<ul style="list-style-type: none"> • Provide regular supervision • Facilitate reflective practise using a holistic approach and to enable the practitioners to enhance their practice and maintain their wellbeing within a frontline area of social work/social care practice • Ensure continuous personal development • Develop and support resilience

etc

3. Role of Social Workers in Teams

Key Activities	<ul style="list-style-type: none"> • Facilitate face to face and telephone contact with members of the community and professionals • Take part as a duty social worker and work closely with Helpdesk officers to triage new referrals • Carry caseload of s42 enquiries • Coordinate s42 enquiries • Complete risk assessments and safeguarding/protection plans • Complete capacity assessments in line with the MCA • Facilitate advocacy and Making Safeguarding Personal • Work closely with partner agencies • Provide regular updates to the adult at risk and other involved professionals and family members • Ensure proportionality and positive communication with all involved parties
Key Competencies	<ul style="list-style-type: none"> • Confident and enthusiastic with good interpersonal skills • Excellent communication skills • High quality, strength based assessment and recording skills and outcome focussed recording • Multi-agency working
Key Outcomes	<ul style="list-style-type: none"> • Help to develop the learning and confidence of others in the team • Deliver a safe, professional and effective safeguarding service • Ensure MSP and safeguarding principals are the centre of team practise • Deliver best practice • Empower the adult at risk in their own decision making