

Role Profile

Job Title:	Designated Social Care Officer (DSCO)
Location:	Colindale
Department:	0-18 Disability Service
Directorate:	Family Services
Grade:	K £58,239 - £63,690
Type of Working:	Hybrid Working
Reports to:	Assistant Head of Service

1. Job Purpose:

This role will strategically lead in framing and developing social care elements of the SEND strategy across the local authority, in compliance with legislative requirements of the SEND Code of Practice (2015). The role will directly inform and influence the direction of wider SEND services through intelligence and insight. The DSCO will have in-depth knowledge and understanding of both social care processes and the SEND reforms agenda and will look to strengthen practice and generate solutions.

Key to success will be the ability of the post holder to negotiate with and influence others, build and nurture effective partnerships, working collaboratively with a wide range of stakeholders across the LA and using opportunities for co-production with partners within and outside of the Local Authority including health partners. The post holder will represent Barnet at key regional and national events and will be a source of expert professional advice on SEND reforms relating to social care within Barnet and will seek to learn nationally from the evidence base of best practice.

The role will be based in the Disability Service within Family Services. This strategic role will work with our Education Service and the Disability Service to develop the social care elements of the SEND strategy across the local authority.

The post will work with all Council departments, in particular our Education Service, and ICB as well as other partners.

The 0-18 Disability Service is committed to delivering on the Council's strategic priorities (improving life chances, a better place for people and delivering quality services) and on addressing key corporate issues (such as value for money; the customer journey; efficient, accessible, needs-led and accountable services and equality, diversity and human rights). We value diversity within the team and within our client groups and aim to provide accessible, integrated services that are efficient and modern.

2. Key accountabilities:

- A strategic role accountable for developing strategies, action plans and processes which support and enable the SEND reforms agenda to become embedded within social care operations and practice.

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- Contributing to and influencing SEND organisational design and assisting in the development of the Disability Service as well as work with the whole of Children's Services in respect of children with an EHCP Plan.
- Establishing and leading a network of social care SEND 'champions' and link workers in the Disability Service and across Children's Social Care. Facilitating and overseeing the implementation of the SEND agenda within social care through this network, and gathering insight and intelligence from them and other groups such as the parent carer forum to inform future planning.
- Responsibility for developing social care aspects of the Local Offer that provide relevant advice and information and meet all legislative requirements.
- Analysing complex and varied work strands across functions, services and agencies in order to identify and exploit opportunities for co-production and integrated working between social care, health and education to progress SEND reforms agenda.
- Working collaboratively with social care directors and service managers to ensure social care meet statutory responsibilities under the Children & Families Act (2014) and Care Act (2014), and to drive forward organisational culture change aligned to the SEND reforms.
- Operationally to attend as the Social Care lead the weekly all day SEN Panel and to ensure Social Care actions are communicated and followed up from the Panel as well as wider learning from Panel helping to impact practice.
- Constructively challenging practice, systems, processes and protocols to enhance SEND reform compliance as part of this collaboration.
- Responsibility for framing social care elements of the local authority's self-evaluation process to ensure readiness for SEND Ofsted & Children's Social Care Ofsted inspections.
- Involvement in and initiation of varied multi-stakeholder projects and work streams. Themes include participation and engagement, person-centred approaches, joint working initiatives, outcomes frameworks, operational function design, IT systems connectivity, EHC processes, quality assurance, joint commissioning, Early Years, Preparing for Adulthood, the Local Offer.
- Contributing to social care workforce development by formulating programme of blended learning/training relating to the SEND reforms across varied audience profile and functions.
- The duties and responsibilities outlined in this job profile are indicative of the role, however they are **not exhaustive** and may be subject to change. In addition, you will be required to undertake **other reasonable duties** as directed by your manager.

3. Financial Responsibilities:

The postholder will not hold a budget, but will need to have experience and an awareness of the need to work within a tightly controlled budget.

4. Health and Safety Responsibilities (choose one option):

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
A recognised qualification to at least degree level in a relevant profession eg. Social Work, Education, or Law. If relying on a social work qualification the applicant will need to demonstrate current Social Work England registration. Other professionals will need to demonstrate equivalent professional registration (if appropriate)	Essential	Application/Interview
Evidence of knowledge, understanding and practice in relation to the implementation of SEND legislation, particularly within social care.	Essential	Application/Interview
Evidence of understanding and ensuring compliance and best practice in respect of the regulatory frameworks including the Ofsted framework for SEND inspection and Children's Social Care Inspection.	Essential	Application/Interview
Knowledge of roles and responsibilities of key children's agencies	Essential	Application/Interview
Relevant experience of working with children and young people with SEND and their families	Essential	Application/Interview
Experience of organising, chairing or regularly participating centrally in meetings/ conferences involving Senior Managers and decision makers.	Essential	Application/Interview
Experience of service development and setting up a new service and of setting up mechanisms for feedback and service evaluation of impact.	Desirable	Application/Interview
Relevant experience of leading, mentoring, and supervising the work	Desirable	
Experience and understanding of budgetary constraints and a commitment to using local resources and effective work between education and social care for children to receive the best education and social care commitment locally and utilising	Essential	Application/Interview
Experience of successful working with a wide range of stakeholders including children and young people, parents and carers, and those within social care, education and health (including the voluntary sector)	Essential	Application/Interview

Evidence of effectively and sensitively dealing with a wide range of people regarding difficult and complex issues including the use of effective negotiation	Essential	Application/Interview
Thinking creatively and challenging the norms: existing practice, process to achieve the best outcomes for children.	Essential	Application/Interview
Communicating clearly and persuasively both orally and in writing to a varied audience profile, including writing reports, guidance, templates, presentations, training materials and programmes.	Essential	Application/Interview
Strong influencing and confident interpersonal skills to achieve best outcomes for children and families whilst balancing Social Care and the local authority's interests.	Essential	Application/Interview
Ability to utilise technology effectively and work with information management systems to produce quality data in a variety of formats and analyse information	Essential	Application/Interview
Ability to prioritise tasks, meet deadlines, manage own workload and be accountable to the service.	Essential	Application/Interview
An understanding of relationship management and the capacity to establish and maintain effective communication and working relationships across different services and departments.	Essential	Application/Interview
Special Conditions of Recruitment:		
Comply with and promote the Council's Equal opportunities and Diversity policies	Essential	Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview

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Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview