

CSC Assistant Director Vacancies – Recruitment Pack

A welcome message from Merlin Joseph (Strategic Director – Children’s Services) and Alex Kubeyinje (Director, Children’s Social Care)

“We want Lambeth to be the best place in the world for children and young people to grow up.



We are a diverse borough where many children and families live and thrive and we are committed to supporting all of our children to:

- Achieve
- Be healthy
- Be safe
- Be resilient



Our systemic Children at the Heart of Practice framework is inspiring and enabling us to achieve this vision. By adopting its values and principles, we are working to keep families together and empower them through strength-focused change.

This approach has enabled us to make significant service improvements, and we strive to continue this momentum to ensure that all of children and families receive the right help at the right time.

Now is an exciting time to join our Lambeth family.

We are investing in our staff through social worker career progression, social work innovations, and bespoke learning and development opportunities. We are also championing the wellbeing of our workforce with manageable caseloads and flexible working opportunities.

We are ambitious to create an environment in Lambeth which allows social work practice to flourish so that we can deliver the best possible outcomes for our children and families.

We hope that you consider joining us on our improvement journey to help us achieve our vision!”

Merlin Joseph - Strategic Director, Children’s Services

Alex Kubeyinje - Director, Children’s Social Care

[Hear more from Alex about opportunities in Lambeth.](#)

Children at the Heart of Practice Framework

Practice is the heart of good social work. And children are at the heart of practice.

This was the founding principle of Lambeth's "Children at the Heart of Practice" framework which sets out the vision and values that guide our social work practice with children and families.

Our Children at the Heart of Practice approach draws on systemic theory and methodologies: focusing on relationships, enabling and supporting change for families, and promoting children's wellbeing and development.

Promoting and enabling the best life outcomes for children is what our 'Children at the Heart of Practice' framework is all about.

[Click here to download our Children at the Heart of Practice framework brochure to find out more.](#)

Lambeth Council

Lambeth Council provides a broad range of services to over 320,000 residents and hundreds of businesses in the borough – everything from planning to social work and housing to schools.

We are based in the newly renovated Town Hall and Civic Centre offices, situated in the heart of Brixton and boasting a modern and creative working environment.

The majority of our Children's Social Care service is situated on the same floor, promoting stronger partnership-working and ensuring that a helpful colleague will always be nearby!



Children and Young People's Plan 2018-22

The strategy, "Our Children, Our Future", led by the Lambeth Children's Partnership, aims to put families at the centre of a more integrated network of services, with the council, health service, schools, voluntary organisations and police working together to give children the best possible start in life.

It lists five key areas to focus this work:

- **Lambeth Made: Our Children, Our Future** – a campaign to be launched in the summer to enlist the community and business in creating a more child-friendly borough
- **A Better Start (0-5)** – the work needed to enhance early years services
- **A New Approach to Early Help (5-19)** – a plan to link professionals working with families in each town centre
- **Children with Special Educational Needs and/or Disability (SEND)** – a new strategy has been finalised which prioritises closer working with families
- **Children at risk of harm and Children Looked After** – the improvement journey, already begun, to put children at the heart of practice, will continue.



How was the plan created?

More than 350 children, young people, parents and other community members were involved in workshops, a large-scale event and an online survey to feed ideas into the strategy. They included groups which are particularly vulnerable to poor outcomes: children living in poverty, looked after children, children and young people from black and minority ethnic backgrounds and children with special educational needs and/or disability.

Among their key messages were the need for easier access to support, with better publicity on what was available, and the importance to young people of peers and family members as supporters and mentors. They highlighted mental ill health and youth violence as big issues but would be reluctant to share problems with authority figures.

[View the full Children and Young People's Plan here.](#)

Other useful links

- [Recruitment Microsite](#)
- [Lambeth Council Borough Plan](#)
- [Lambeth Children's Services Ofsted Inspection 2018 report](#)
- [Lambeth Children's Services Ofsted Focused Visit 2019 report](#)
- [Lambeth Local Area SEND Inspection 2020 report](#)
- [VIDEO: our children and young people tell you what they love about Lambeth](#)

Current vacancies

From Early Help and Assessment, through to Child Protection and Corporate Parenting, we are striving to improve our practice to ensure that vulnerable children in Lambeth receive the best possible help, protection and care.

To maintain our improvement momentum, we need confident social work practitioners, led by confident leaders. As a crucial member of our Senior Children's Social Care team, you'll inspire this belief in our people. It's a very exciting time to play your part in achieving these improvements in Lambeth. We have come a long way to achieve success but there's more work still to be done. You will need plenty of enthusiasm, determination and skill as well as compassion and commitment to help Lambeth's front door deliver the best possible outcomes for our children, families and community.

Assistant Director - Early Help, Access and Assessment

We are looking for an Assistant Director to lead our Early Help, Access and Assessment services who will deliver against the objectives set out in our Improvement Plan, these include:

- Implementing the Early Help Strategy
- Embed the Edge of Care service into Lambeth's front door
- Improve the timeliness and multi-agency input into strategy meetings, complex S47s and ICPC
- Improve the early identification of cases in the front door requiring short assessment and intervention
- Attract and retain permanent social workers and team managers in the Child Assessment service

You will lead a service which includes Early Help, the Integrated Referral Hub (IRH), and Child Assessment Teams (CAT). This is a great opportunity to play a key role in the leadership of the service and work as part of the senior leadership team alongside 3 other Assistant Directors each reporting to the Director of Children's Social Care.

Assistant Director – Safeguarding

We are looking for an Assistant Director to lead our Safeguarding services who will deliver against the objectives set out in our Improvement Plan, these include:

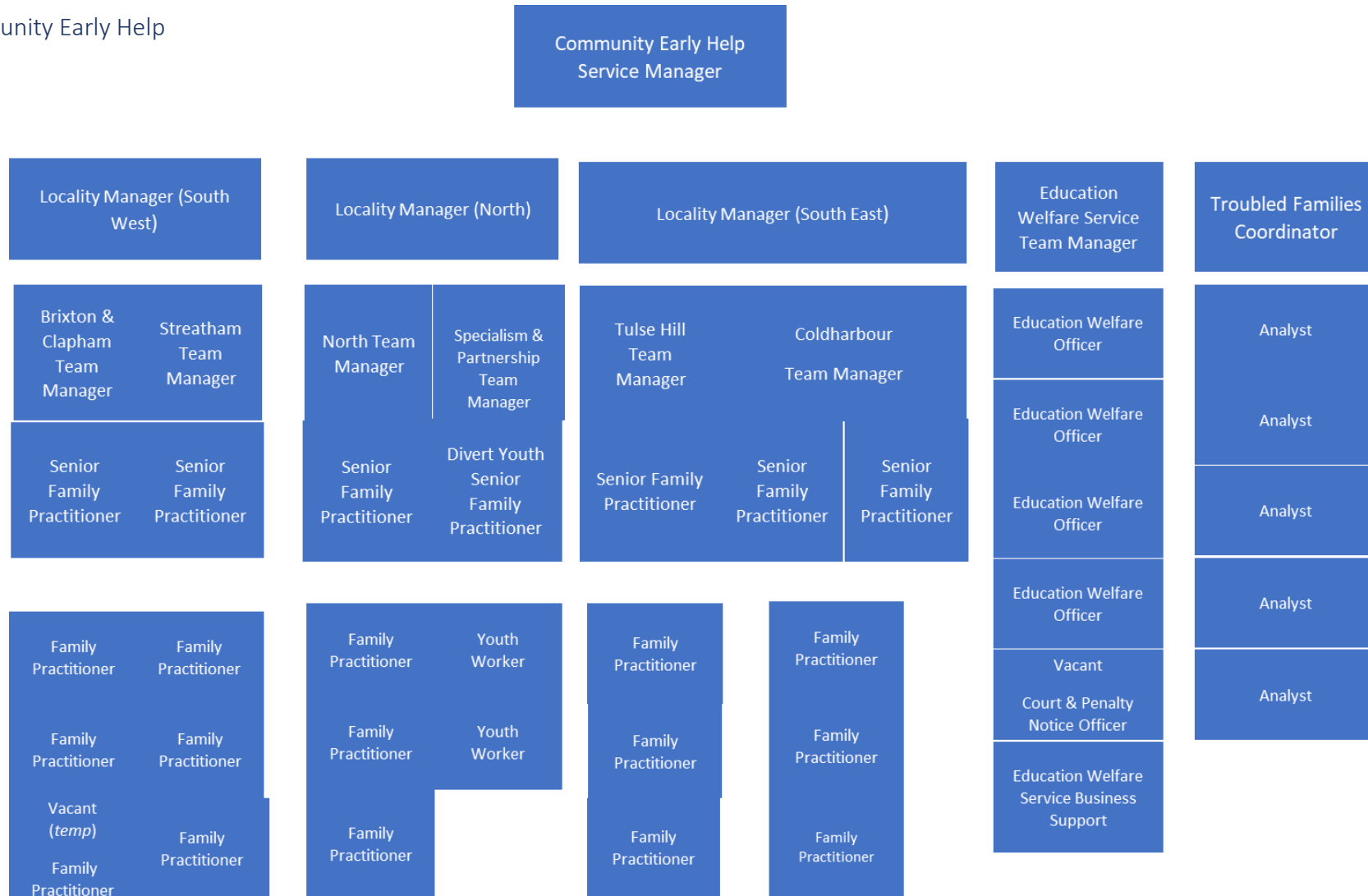
- Developing a multi-agency response for complex safeguarding
- Improving the quality and timeliness of core groups and CIN/CP visits
- Improve the timeliness and multi-agency input into strategy meetings, complex S47s and ICPC
- Lead the expansion of the innovative Social Work in Schools programme and embed the "Pause" model in Lambeth, known as "Flourish"
- Attract and retain permanent social workers and team managers in the Family Support and Child Protection service.

You will lead a service which includes Family Support and Child Protection and Children with Disabilities. This is a great opportunity to play a key role in the leadership of the service and work as part of the senior leadership team alongside 3 other Assistant Directors each reporting to the Director of Children's Social Care.

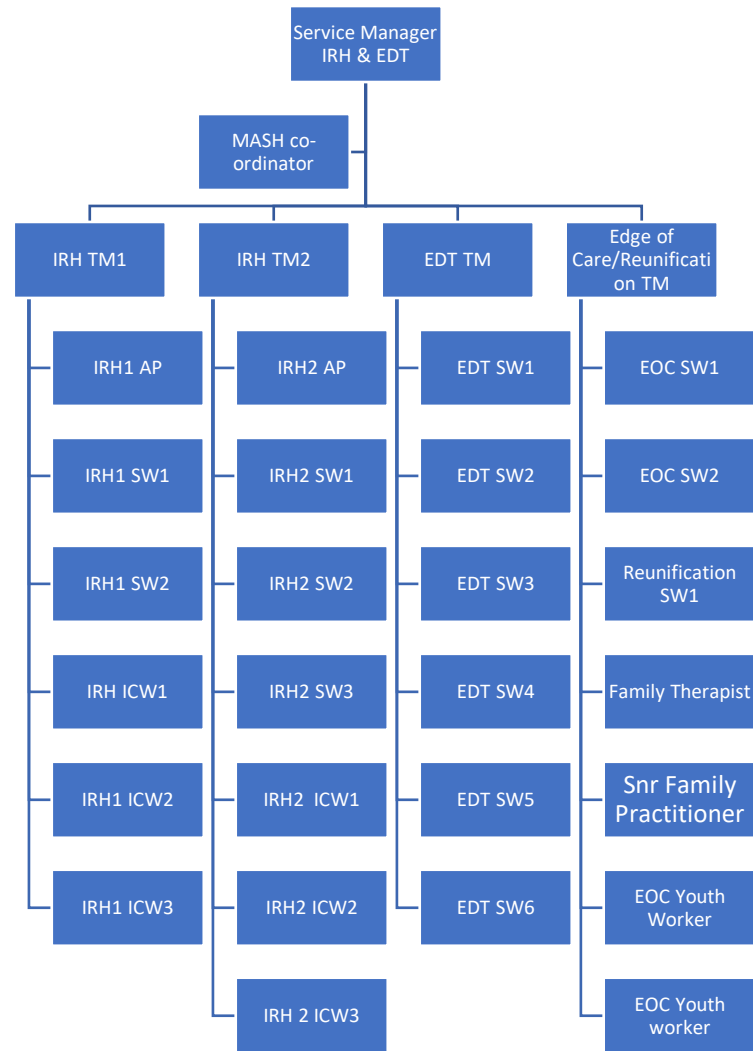
[Click here to apply for our roles on the Lambeth Council jobs page!](#)

Service Structure (Assistant Director – Early Help, Access and Assessment)

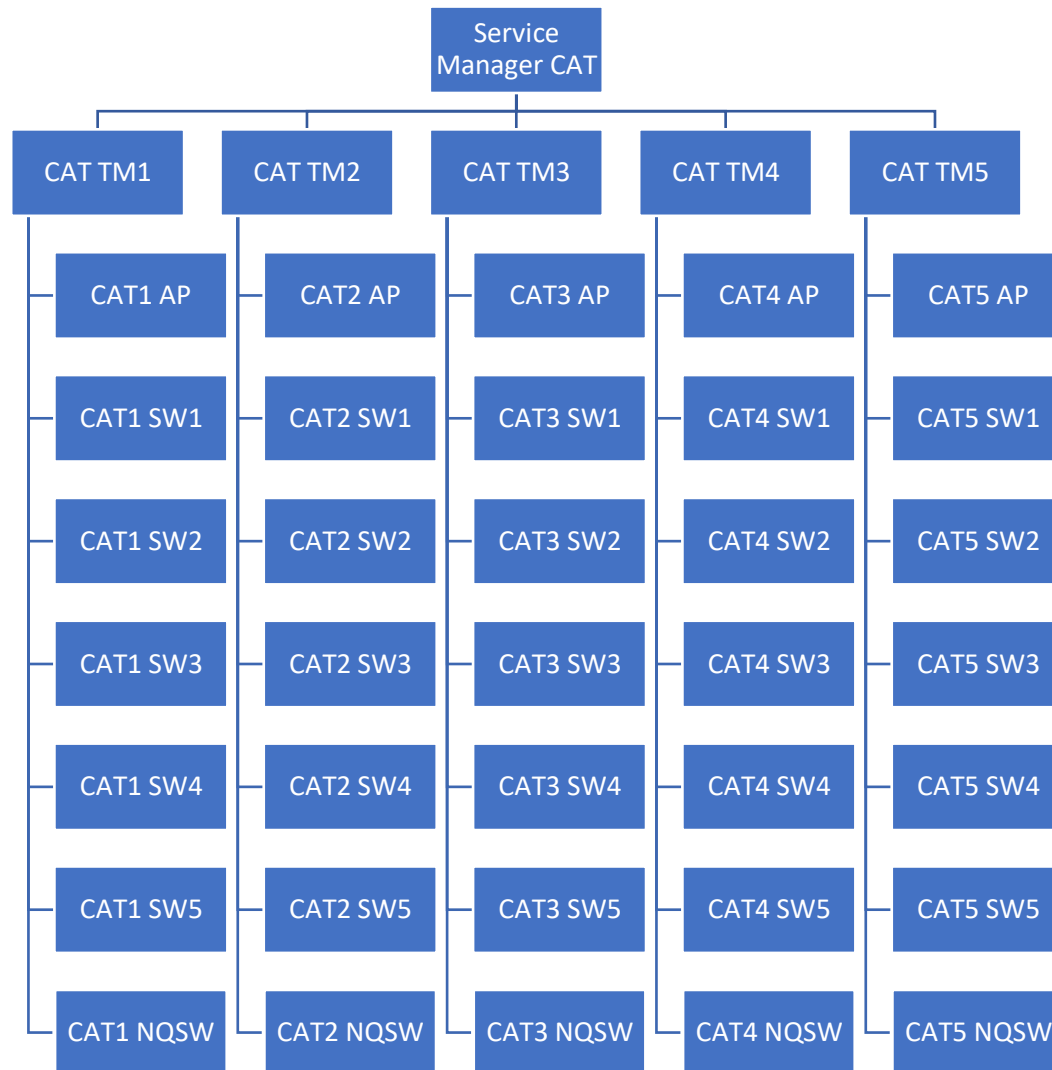
Community Early Help



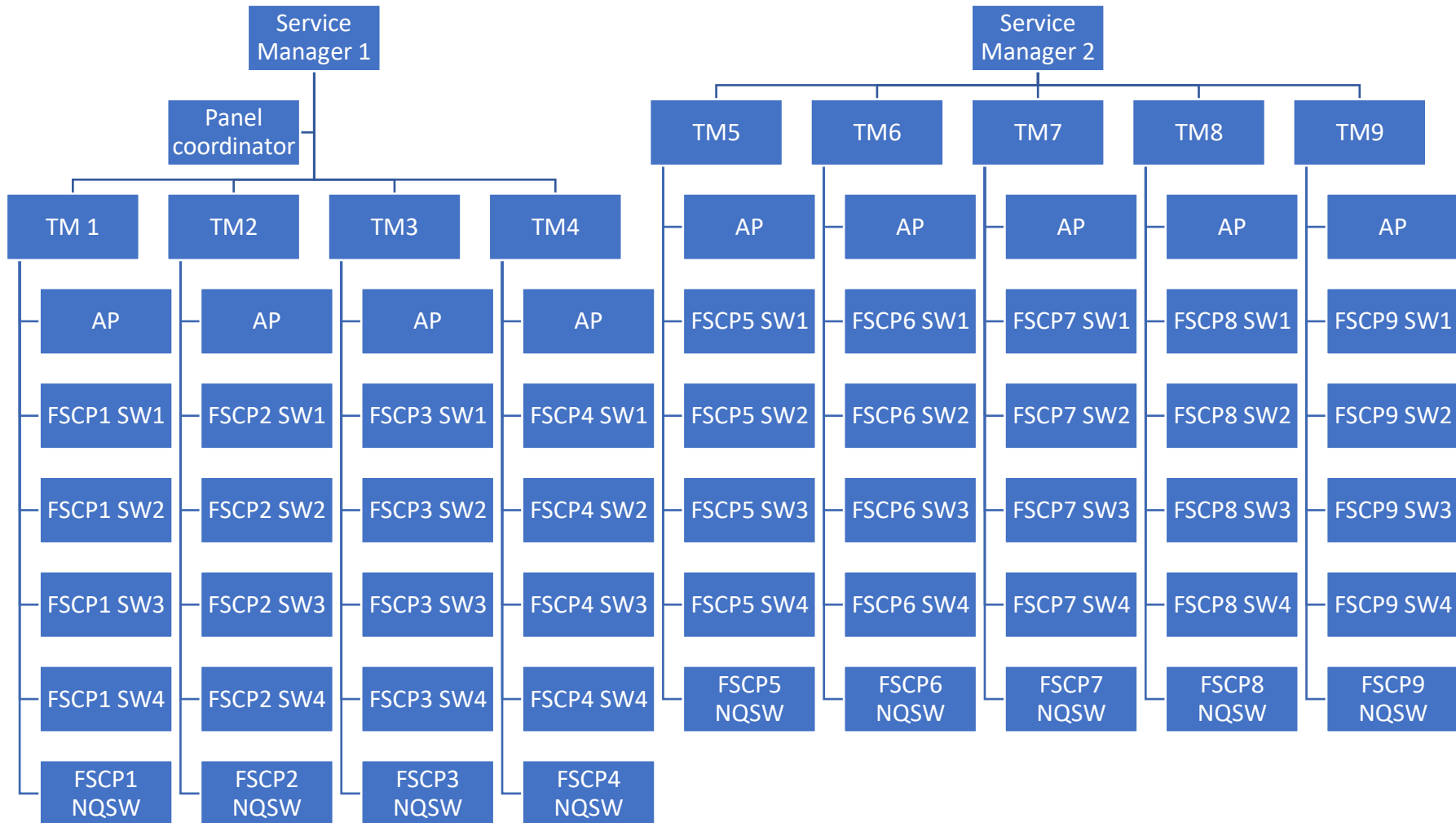
Integrated Referral Hub



Child Assessment Teams



Service structure – Assistant Director – Safeguarding
 Family Support and Child Protection



Children with Disabilities

