

Job Title: Pause Practice Lead

Reporting to: Service Manager

Salary: £40,619 - £41,551

Are you an ambitious, creative and influential leader who is passionate about reducing the number of children being removed into care by supporting women to bring about change in their lives?

About Pause:

Pause works with women who have experienced – or are at risk of – repeated pregnancies that result in children needing to be removed from their care.

The programme gives women the chance to pause and take control over their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as reducing huge costs to society and the taxpayer.

Job Description

The role:

As a Pause Practice Lead you will provide leadership to Pause Cumbria to ensure the implementation and delivery of an integrated package of health, therapeutic and social support. Pause is specifically designed to address the complex needs of women to enable change in their lives, and ultimately reduce the numbers of children being removed into care.

Key responsibilities:

- Effectively lead and coach the Pause Practice to achieve positive outcomes for women - setting vision, targets and priorities;
- Work with the Pause National Practice Lead, to ensure fidelity and integrity to the model through delivery of the Pause Framework elements, for example, assertive outreach with women and ensuring Long Acting Reversible Contraception is in place;
- Ensure effective pathways are established and maintained with key agencies, e.g. Sexual health, housing and mental health;
- Ensure an evidence base is applied to practice through assessment of a woman's needs, case formulation, intervention delivery and review;
- Ensure outcomes are achieved and monitored through the Pause Programme Performance Management system and that real-time data is used to improve practice and reported to relevant funders;
- Report to the Local Pause Board and any other relevant funders;
- Manage expenditure of the Pause Practice and ensure any financial spend on women is aligned with their goals as set out in the care plan;

- Ensure the effective management of all statutory requirements related to Pause Cumbria at all times, including safeguarding of vulnerable children and adults, and health and safety of staff;
- Represent Pause to external stakeholders;
- Embed continuous learning ethos within the Pause Practice.

General requirements:

- Promote and safeguard the welfare of children, young people and vulnerable adults that you are responsible for or come into contact with through practice;
- Maintain an up to date working knowledge of legislation, statutory frameworks and codes of practice, including DfE Working Together, the Children Act 2004 and local Child Protection Procedures, and appropriate adult safeguarding legislation;
- Ensure compliance with statutory requirements and local protocols including for example the Data Protection Act and confidentiality policies; organisational policies, and Health and Safety at Work requirements;
- Work within a flexible framework in order to meet the demands of the programme outside of usual office hours and travel as required;
- Carry out duties in line with organisational policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

NB: Everyone is expected to adhere to Diversity & Equality and Health and Safety Policies.

Person Specification

Qualifications:

- Relevant professional qualification/experience e.g. nursing, social work, mental health, education, criminal justice, youth work, therapeutic or equivalent;
- Professional registration (if appropriate);
- Evidence of continuing professional development;
- A satisfactory Disclosure and Barring check (DBS) enhanced level.

Experience and knowledge:

- Experience of leading a practice team on a day-to-day basis;
- Experience of providing case management and supervision to a team working with clients with complex needs;
- Experience of working with families/ individuals who present with a range of complex needs (mental health challenges, drug and alcohol misuse, domestic violence) and

demonstrate ability to create rapport and build effective relationships;

- Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, relationship and strength based interventions;
- Knowledge of adult safeguarding, childcare legislation, local Child Protection Procedures, and an understanding of child development, parenting capacity and risk and protective factors.

Skills:

- Able to provide leadership, support and challenge to the team;
- Able to summarise, analyse and evaluate complex assessment information and use this to support staff to formulate and implement effective interventions;
- Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for Pause women;
- Able to challenge, negotiate, advocate and collaborate;
- A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner;
- Able to write clear and concise reports;
- Able to reflect on your own and your team's practice and identify and implement continuing opportunities for development;
- The necessary computer literacy skills to produce good quality data in a variety of formats.