



**Safeguarding & Quality Assurance, Practice  
Development Manager Family Hubs  
Kent County Council**

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# Introduction to Kent County Council

We are the UK's largest local authority, with a workforce in excess of 30,000 people, including maintained schools, serving a population of 1.5 million. We have various offices in central locations and a large number of service establishments throughout Kent; our corporate office is based in Maidstone.

More than two thirds of our workforce provide services directly to the public – such as domiciliary Care Workers, Classroom Assistants, Social Workers, Teachers, and Occupational Therapists etc.

Our annual budget covers a huge range of services. This translates into a host of interesting roles and career paths awaiting those who want to work in a leading edge public sector organisation.

Visit our website, [www.kent.gov.uk](http://www.kent.gov.uk).

## Aims and objectives

Our focus is to work as one council to design and deliver a cohesive, modern public service offer for all Kent's residents, businesses and communities. This will bring together change projects consistently across the council and create organisational design opportunities to transform the one way we work, including our people, assets, technology, structures and service delivery.

Success in delivering this aspiration will be determined using the following criteria:

- Working beyond the limit of organisational and service boundaries
- Thinking beyond the limit of our statutory powers
- Building capacity to provide sector and system leadership
- Delivering at both strategic and local scale
- Supporting economic security
- Delivering a cohesive service offer
- Flexibly using assets as part of public service design and delivery
- 

**Framing Kent's Future** is our top-level council strategy for 2022 to 2026. It sets out the priorities that we will focus on over the next four years to tackle the challenges and make the most of the opportunities that the county is facing. Through delivering these priorities, our aim is to improve life in Kent and build a solid foundation for the county's future success.

<https://www.kent.gov.uk/about-the-council/strategies-and-policies/framing-kents-future>



## **The Strategic Reset Programme**

The Strategic Reset Programme (SRP) is a multi-year transformation programme, bringing together both new and existing programmes and projects across Kent County Council. The programme will prepare us for the opportunities and challenges ahead and ensure that significant activities will be delivered in a collective, timely and disciplined way, with a strong focus on improving outcomes and realising tangible benefits.

# Political Arrangements

The County Council has 81 councillors and elections take place every four years.

The political composition of the County Council is as follows:

|                    |            |
|--------------------|------------|
| Conservative       | 61 members |
| Labour             | 7 members  |
| Liberal Democrat   | 5 members  |
| Green Party        | 5 Members  |
| Independent Groups | 2 members  |

The Leader of Kent County Council is Roger Gough.

There is a Cabinet of Executive Members which meets regularly to debate policy issues and make key decisions. The cabinet comprises of:

|               |   |
|---------------|---|
| Roger Gough   | Leader of Kent County Council   |
| Peter Oakford | Deputy Leader and Cabinet Member for Finance, Corporate and Traded Services |
| Dan Watkins   | Cabinet Member for Adult Social Care and Public Health                      |
| Rob Thomas    | Cabinet Member for Environment  |
| Sue Chandler  | Cabinet Member for Integrated Children's Services                           |
| Clair Bell    | Cabinet Member for Community and Regulatory Services                        |
| Rory Love     | Cabinet Member for Education and Skills                                     |
| Neil Baker    | Cabinet Member for Highways and Transport                                   |
| Dylan Jeffrey | Cabinet Member for Communications and Democratic Services                   |
| Derek Murphy  | Cabinet Member for Economic Development                                     |

# Structure of KCC

The structure of the organisation is as shown [here](#)

The Senior Officer team consists of six Corporate Directors. For more information on the Corporate Management Team please follow this [link](#)

The three directorates and two departments are as follows:

## Adult Social Care and Health

The Directorate commissions and provides a range of services to improve outcomes for older and vulnerable adults, including those with mental health issues or disabilities, and their families. The Directorate supports vulnerable adults to live independently by promoting their wellbeing and supporting their independence. Services for adult mental health and learning disability already work in integrated teams with NHS colleagues and as a key partner in the Kent and Medway ICS we are developing multi-disciplinary teams within communities to support local care.

Responsible for services that include:

Public Health, Adults Central Referral Unit, Adult Community Teams, Safeguarding and quality, Kent Enablement at Home, Sensory and Autistic Spectrum Conditions Service, Integrated/Registered Care Centres, Day Centres, Community Learning Disability Teams, InHouse Provision, Mental Health Services.

## Growth, Environment and Transport

The Directorate comprises a range of key frontline, strategic, policy and commercial functions, and plays a major role in making Kent a better place to live, work and visit. The services provided, and the future the directorate helps to shape, affects every household in Kent. This includes strategic responsibility for the future of the county in terms of planning, economic development, transport policy, and major transport improvement schemes, waste disposal and recycling services. In addition, GET manages country parks; libraries; and delivers enforcement services including trading standards, community safety and emergency planning.

Responsible for services that include:

Highways, Transportation & Waste, Regulatory Services, Economic Development, Community Safety & Emergency Planning, Libraries, Registration & Archives, Sport & Country Parks, Arts including Kent Film Office, Development Planning, Planning Applications, North Downs Areas of Outstanding Natural Beauty, Flood Risk & Environment, Sustainability & Climate Change and Heritage Conservation

## Children, Young People and Education Directorate

This Directorate combines and integrates the statutory responsibilities of Specialist Children's Services together with Education services and the targeted and universal services for children and young people within Early Help and Preventative Services. There is a strong focus on alignment of resources to help ensure achievement of one of the key County Council strategic

outcomes: 'Every child and young person in Kent gets the best start in life'. To improve outcomes for children and young people, services within the Directorate are working together with relevant partners to deliver the vision set out in the Children and Young People's Services Integration Programme.

Responsible for services that include:

Children's Social Care, Adoption & Fostering, Standards & School Improvement, Skills & Employability, Early Years and Childcare, Provision Planning, Fair Access, Educational Psychology, SEN Assessment & Placement, Youth Justice, Outdoor Education Centres, Children's Centres and Youth Hubs, Inclusion & Attendance, Early Intervention and Community Learning & Skills and Disabled Children and Young People Teams.

**Chief Executive's Department and Deputy Chief Executive's Departments**

The Departments support the delivery of our front-line services. The Directorate leads and coordinates major change, Organisational design and development and provides a critical client and contracting role with our trading companies including legal and customer contact. It provides Organisational wide governance, financial management and a major contribution to our political and external relationships.

Responsible for services that include:

Strategic Commissioning, Finance, Strategy, Policy, Relationship and Corporate Assurance, Governance, Law and Democracy, Technology, Strategic Reset Programme team, Marketing and Resident Experience, Infrastructure – ICT and property, Human Resources and Organisational Design, Health and Safety, Business Management and Client Relationships.

## Job Description

|                        |  |
|------------------------|--|
| <b>Directorate:</b>    | <b>Children, Young People and Education</b>    |
| <b>Grade:</b>          | <b>KR13</b>                                    |
| <b>Responsible to:</b> | <b>Service Manager – Safeguarding &amp; QA</b> |

**Job outline:**

The Practice Development Manager for Family Hubs takes a leadership role in developing and delivering the primary quality assurance mechanism deployed across Family Hubs: The Children's Outcome Analysis (COA) and is also responsible for specific projects as well as managing a team of practitioners. The role will be responsible for delivering multiple projects to time, whilst meeting the quality criteria. The role supports the development, delivery and

implementation of high-quality integrated Family Hub practice, including service standards, professional codes of practice and procedures relevant to all of Children's Services and the wider children's multi-disciplinary partnership.

To lead, develop, review, implement and report on a Quality Assurance Framework for all Family Hubs across Kent. Review and monitor the work of Family Hubs, ensuring staff achieve a high quality of work and record keeping in line with local and national standards and the requirements of inspection regimes.

Contribute, as part of the management team, to the creation and implementation of KCC's CYPEs practice framework, working effectively in partnership with others, including senior, strategic and operational managers, to develop effective corporate solutions to the challenges Kent County Council faces as it gives leadership to the communities it serves

### **Job accountabilities:**

- Management and supervision of practice development officers.
- Support the implementation of Kent's Practice Framework for integrated services.
- Quality Assurance. To be accountable and provide effective leadership, development and management of the Council's Quality Assurance Framework (QAF) contributing to the Family Hub delivery programme. Ensuring the Family Hub quality assurance framework is designed, developed and implemented in partnership with other agencies, organisations and service users.
- Be accountable for the overall monitoring, evaluation and reviewing of Family Hub services to provide analysis, identify performance trends and provide regular reports and presentations to senior leaders, which contributes to the effectiveness of the planning and review process and monitors the outcomes for children and families receiving services from Family Hubs.
- In partnership with the Family Hub Service Leadership Team, the Family Hubs District Managers and staff and the Parent Carer Panels and other C&F forums develop, implement, monitor and analyse the quality of the 0-19 offer across all delivery points in accordance with 8 agreed frameworks, guidance or inspection requirements to achieve outstanding service to children and families that is efficient, effective, sustainable and safe.
- To evaluate any outreach and engagement actions plans, actively securing participation for identified families/groups of people, monitoring and improving outcomes for all aspects of the work including quality of provision and services, and take up by the community ensuring that priority and target groups are accessing services and targets can be met.
- To ensure the principle of co-production is embedded across all areas of work so that strategic design and performance management is influenced by key stakeholders, leading on the development of user consultation and participation and user voice with children, families, stakeholders and the local community to ensure responsive services that meet the changing needs of demography.
- Design and implement a QAF that evaluates levels of collaboration and partnerships with other council departments, partner agencies, Voluntary, Community and Faith Sector and Health in order to prioritise, provide and co-ordinate activities in the locality and ensure that



services are responsive to local need, cohesive, integrated, and jointly actioned and avoid duplication. • Design a QAF that evaluates the delivery of safeguarding services to children and young people. That policies, procedures and controls are tested to ensure each Family Hub is compliant with all relevant legislation, codes, regulations, guidelines, standards and best practice.

- Have a good understanding of external scrutiny practices which includes inspection regimes.
- Leadership. Provide professional leadership that promotes the quality assurance of Family Hubs as a highly valued part of the wider integrated children services environment. In partnership with Safeguarding and Quality Assurance leaders, act as a lead voice for integrated children services within the Council and across interagency partnerships.
- To provide the ICS Senior Leadership and the Family Hub and Start for Life Board with regular and highly analytical reports on all quality assurance activities involving Family Hubs to ensure reporting and monitoring arrangements are complied with.
- To provide inspirational leadership, advice and guidance to a diverse, multi professional workforce, driving people focussed on cultures of whole family working, continuous improvement, co-production, collaboration, learning all to develop common professional standards and excellent people engagement and management to ensure the Council meets its statutory obligations in relation to all aspects of equalities legislation.
- To provide leadership across all aspects of the work, embedding a performance culture that inspires a sense of purpose and celebrates the strength of the cultural diversity of Kent and of the workforce and challenges discriminatory behaviours.
- Strategy. Work strategically with multi-agency partners to ensure working policies and practices are in place to deliver outcomes for children and families. Creating opportunities to develop strategic plans and identify, plan and deliver training, specialist knowledge workshops and updates on specialist legislation and national initiatives when appropriate, to staff both internally and on a multi-agency basis.
- To take the strategic lead to evaluate operational service transformation for the applicable 9 aspects of the Family Hub model in accordance with programme and project plans, initially focussing on Best Start for Life offer and school readiness.
- To lead and drive strategy and improvement across Family Hubs in partnership with the senior leadership team.
- Partnership. Develop and maintain effective working relationships with key managers and staff in partner agencies to ensure alignment of effective preventative, early intervention and safeguarding functions across the multi-agency network of Family Hubs.
- To work in partnership at all levels across the local authority and externally with agencies in the statutory, community/VCS, private sector, service users and their families or carers, and local community to achieve a greater focus on prevention and early help.
- Contribute, via analysis and learning, to the development and implementation of a MultiAgency QAF to ensure resources across the partnership are effectively targeted. Create good relationships with early education and childcare providers, local schools, other agencies and the local community, working in partnership to support vulnerable children and their families.

- Practice Development With a special focus on Family Hubs, and related early years and adolescent services and parenting support, be responsible for the development of expert policy, guidance and practice within the area being the specialist lead for changes in national policy, legislation and government initiatives and implementing these across Family Hubs.
- Updating guidance as necessary and undertake pieces of research to support the development or policy and practice as required by the Service Manager - Safeguarding & QA. To be responsible for promoting and safeguarding the welfare of children and young people.
- Ensure that all staff are familiar with the work of the Kent's Safeguarding Children's Partnership procedures.
- Ensure that current research in practice, policy and guidance is developed, disseminated and accessible to all Family Hub staff, underpinning our commitment to evidential, child centered practice.
- Promote workforce development, leading on ongoing updates and research-based evidence and review of the professional capabilities framework, ensuring learning is embedded in practice as part of the continued professional development of staff to work effectively with children and families.

## Recruitment Selection Criteria

The qualifications, knowledge and experience criteria below will be used in shortlisting. Applicants should describe in their application how they meet these criteria.

### Qualifications:

- Qualified (minimum level 5) in a relevant subject (for example: Early Years, Education, Health, Teaching, Social Care, Youth and Community).
- Evidence of continuous professional and management development.
- Excellent people management skills and track record of effective people management including performance management.

### Experience:

- Extensive experience and proven track record at management level of successfully developing and delivering early years/best start and early help support services, including collaboration with partners, in a complex stakeholder environment.
- Multi-agency working with colleagues from Health, Education, and other agencies.

- Management experience including the recruitment and selection; of supervising and developing qualified staff and providing effective leadership and management support.
- Experience of assimilating and analysing information quickly, identifying issues, priorities and solutions and using effective models, techniques, ICT and resources to resolve issues.
- Experience of working in conjunction with elected members and or senior managers and partners and service users in order to achieve service improvement.
- Experience of contributing at a managerial level in delivering service improvement.
- Experience of being accountable for management systems.
- Experience of managing a team of staff, and have knowledge of Council policies including managing performance, sickness absence, dignity at work and code of conduct.
- Experience of ensuring high standard customer care is embedded within all work practices
- Experience of developing a service to meet the diverse needs of the community.
- Experienced and able to evidence successful partnership development or delivery through partnerships including an ability to work with local partners to develop joint plans for implementing local services.
- Experience of developing and implementing quality assurance frameworks.

### **Skills and Abilities:**

- Excellent written and verbal communication skills. A confident and professional approach to working with service users and colleagues including ability to produce complex reports and present views in a clear manner to influence, motivate and set the direction / vision and engage key partners in delivering quality assurance.
- Sound professional judgment and decision-making skills.
- Leadership, strategic and influencing skills.
- IT-literate with an understanding of information systems, including the child's electronic file, i.e. Liquid Logic (Liberi system), Core Plus and Power Bi.
- Able to develop effective relationships with all levels of colleagues internally and externally whilst working in a sensitive environment.
- To challenge assertively whilst maintaining professional integrity and deliver difficult messages without undermining professional working relationships.

- Ability to collate and analyse data and feedback to inform strategic planning.
- A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability
- Ability to set achievable targets, co-produce work plans and prioritise work for staff to obtain required outcomes.
- Ability to prioritise and organise workload effectively and ability to work under pressure and meet deadlines.
- Ability to monitor and analyse demand in order to measure effectiveness and efficiency of Family Hubs
- Ability to thrive in a fast-moving environment and be able to deal with a varied and high-profile workload.
- Ability to support the development of strategy and implementing work plans to improve service delivery.
- Ability to support the Family Hub senior and operational management team in providing management and direction to a multi-agency team modelling and driving effective practice across the Family Hubs ensuring the right support is available to the right families at the right time so they can thrive.
- Ability to support the development of Family Hubs responding to new challenges, priorities and requirements whilst maintaining the Council's professional and legislative requirements using resources in the most effective manner.
- Ability to uphold and promote the Council's Equality, Diversity and Inclusion policies to ensure non-discriminatory practice in all aspects of the work, ensuring that equality and diversity are embedded in the way the team is led, managed and services are embedded.

### **Knowledge:**

A high level working knowledge of the statutory framework including the Children Act 1989 and 2004 and good knowledge of relevant national and local legislation and guidance in Children's Centres, Family Hubs and government initiatives pertaining to 0-19 and their families including understanding of Family Hubs and Start for Life programme, the Family Hub model framework, Annex E Family Hub Service Expectations, Planning Early Childhood services and theories of early help and early intervention and The Best Start for Life: a Vision for the 1,001 Critical Days as well as statutory guidance for local authorities on services to improve young people's well-being and Must Know Youth Services National Youth Guarantee. This includes a vision for youth

services which sets out our longterm vision for youth services and provision, research into developing an effective youth offer, and framework of outcomes for young people. In depth knowledge of legislation, policies and procedures in relation to children, young people and their families, including safeguarding processes and the ability to ensure due consideration of associated risk factors.

- To be an expert in the field of Early Years, Best Start, and Family Hub services and practices, keeping up to date with new developments in appropriate fields, attend training and supervision sessions and contribute to workshops, seminars and conferences.
- High level of working knowledge of Directorate and Corporate procedures and practice relating to Early Years and Family Hubs.
- Knowledge of equal opportunities and anti - discriminatory practice and a personal commitment to ensure offers are accessible and appropriate to the diverse needs of residents.
- The successful candidate will need to possess excellent organisational and planning skills, be able to design audits, chair complex meetings and possess good analytical and management skills.
- This role is highly specialised in its nature, as the post holder needs to be able to manage reporting responsibilities of 'horizon scanning' and designing complex systems in developing quality assurance mechanisms and analytical systems to further develop practice.
- The role requires the candidate to be able to contribute as part of the management team to the creation of one organisational ethos and practice framework, working effectively in partnership with others, including the Divisional Management Team and Strategic Development Managers, District Managers and staff to develop effective corporate solutions to the challenges Kent County Council faces as it gives leadership to the communities it serves.
- A sound knowledge of other local services available to support families with children 0-19 (25 with SEND).
- Understanding of the needs of families/individuals, and of the impact of disadvantage and social exclusion on outcomes for children and a commitment to and willingness to promote inclusion and equality of opportunity for all

### **About you:**

The successful candidate will have flexible and “can do” approach to perform effectively in a fast changing environment. You will be able to demonstrate behaviours that contribute to an agile and collaborative operating model (effective communication is a must). You must demonstrate proven experience of working in highly analytical environments.

Other key attributes include;

- Management of quality assurance in a complex data rich multifunctional public services context.
  - Communication and influencing skills to build productive relationships at all levels of the business.
- Knowledge and skills in gaining experiential feedback about the quality of services from those that use services.
- Knowledge of one or more of the following disciplines: Children Services. Behaviours
- Can demonstrate a positive example in relation to the Leadership Model.
- Good communicator with strong influencing and persuasion skills.
- Quick learner, open minded and receptive to change.
- Highly organised with the capacity to build and maintain systems.
- Ability to facilitate when working with teams.
- Willingness to challenge the status quo and improve.
- Awareness of quality assurance and analytical mechanisms.
- Self-motivated.
- Ready and willing to respond to a change in direction to keep things moving forward.
- Team player with good self-awareness.
- Strong disciplined approach to work.
- An ability to interface well at all levels within the business, with operational teams, senior managers and critical internal partners particularly information management and analytics. • Ability to plan and organise workload to achieve deadlines in line with budgets
- Excellent decision and problem solving skills.
- Ability to understand the wider service needs and consider appropriate strategies to drive towards business goals from a County approach.
- Ability to develop and maintain in depth and broad knowledge of technical systems and services (both current and future).

This post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.

This post is considered by KCC to be a customer-facing position. The Council therefore has a statutory duty under Part 7 of the Immigration Act (2016) to ensure that post holders have a command of spoken English/Welsh sufficient for the effective performance of the job requirements. The appropriate standards are set out in the Job Description/Person Specification

## Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

### Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent

- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

### **Integration of Services**

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies
  - **Embedding Commissioning and Engaging Relevant Markets**
- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC

- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

### **Managing Change**

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance
- Deliver to agreed budget and income targets



## Kent Values

- We are **brave**. We do the right thing, we accept and offer challenge
- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that culture is:

**Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile

**Curious** - constantly learning and evolving

**Compassionate and Inclusive** - compassionate, understanding and respectful to all

**Working Together** - building and delivering for the best interests of Kent

**Empowering** - Our people take accountability for their decisions and actions

**Externally Focused** - Residents, families and communities at the heart of decision making

As a senior leader you will be expected to role model and drive the Council's cultural aspiration and its related values. In doing this the leadership traits we expect of you are:

- Courage and integrity
- Making a difference – sense of purpose
- Compassion and inclusion – community leadership
- Drive for results -
- Curiosity and learning

## Working for Kent County Council

## Salary and Notice

The appointment will be subject to 3 months' notice.

KCC pays salaries to bank accounts on the 25th of the month unless this falls on a weekend or public holiday.

## Terms and Conditions

The appointment is subject to the terms and conditions contained within the Kent Scheme of Conditions of Service.

30 days annual leave is provided excluding Bank Holidays. You will also receive paid time off for public holidays plus a concessionary day at Christmas.

An excellent relocation package is available to assist with costs, including removal companies, temporary lodgings and professional expenses.

The postholder will be expected to provide a car for official journeys.

## Personal Interests

Kent County Council policy requires all employees to declare membership of any organisation that falls within the following definition:

Any lodge, chapter, society, trust or regular gathering or meeting, which:

- is not open to members of the public who are not members of that lodge, chapter, society or trust;
- includes in the grant of membership an obligation on the part of the members to make a commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and
- includes, whether initially or subsequently, a commitment (whether by oath or otherwise) of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering, or meeting

A lodge, chapter, society, trust, gathering or meeting as defined above, should not be regarded as a secret society if it forms part of the activity of a generally recognised religion.

## Pensions

The post holder will have the choice of contributing to the Local Government Pension Scheme (LGPS). Further details will be available for the successful applicant.

## Politically Restricted Posts

This is a politically restricted post which means that the post holder cannot stand for public elected office (other than to a parish council) and is subject to further restrictions on more general political activity.

## Whole Time Employment

The person appointed will be required to devote their whole time service to the work of Kent County Council and should not engage in any other business without the express consent of the County Council.

## Health and Safety Policy

The County Council recognises and accepts its responsibility as an employer, and will take positive action to ensure the health, safety and welfare of all employees and other persons who may be affected by its operations, by providing safe working conditions and a healthy and safe working environment.

## Sickness Provision

Our sickness benefit scheme exceeds statutory requirements. Actual paid absence depends on how long you have worked for KCC and the circumstances of your absence. For example, after 6 years' service your benefit would be 6 months full pay and 6 months half pay.

## Training and Development

KCC is committed to supporting staff to reach their full potential through annual appraisal and personal development plans, enhanced by a range of career development opportunities.

Managers from KR9 to KR20 will be required to undertake our Kent Manager standard programme within the first year of employment.

## Green Travel

Our Green Travel Plan is exploring alternative modes of transport to improve travel choice and reduce congestion and pollution. This includes:

- Car sharing and emergency taxi home.
- Discounted fares, free tickets, trip planning and improved travel information.

- Pool car and bikes

### Other benefits

KCC offers a range of family friendly policies including:

- A generous maternity scheme
- Emergency leave
- Parental leave • Special leave
- Help Fund – all employees have the opportunity both to pay into the fund and to apply for help from it when experiencing financial hardship
- An in-house confidential counseling service and Occupational Health Service
- Kent Rewards - discounts at over 1,200 retailers ranging from reduced rates at Health Clubs to house and car insurance to holidays

### Living in Kent

With great schools, vibrant cities, golden beaches and stunning countryside Kent has lots to offer you. Find out more about [locations in Kent](#).

## Selection Process

### Closing Date

This post will close at midnight on 26th January 2025 and interviews will take place on the 14th February 2025.

### Selection Process

As part of the interview process for this role you may be required to complete an occupational personality questionnaire prior to your interview.

### How to Respond

To apply please visit [www.kent.gov.uk](http://www.kent.gov.uk) to complete an online application form.