

Strategic Lead – Channel and Community Protection

Job Description

Directorate:			
Service:	Civic Pride and Safety		
Location:	Preston/Hybrid		
Salary range:	£57,447 - £62,132	Grade:	12
Reports to:	Head of Service Civic Pride and Safety	Staff responsible for:	

Job purpose and scope

The central statutory responsibility will be chairing and leading the multi-agency Channel Panel, overseeing the effectiveness of Channel arrangements, quality assuring referrals, securing multi-agency engagement, agreeing intervention plans and monitoring outcomes for individuals identified as vulnerable to radicalisation. As chair of the Channel panel and in line with Government guidance, you will be responsible for:

- Case Oversight: Maintaining comprehensive awareness of all Channel cases and individual susceptibilities within their specific local authority region.
- Panel Management: Inviting relevant representatives to panel meetings and ensuring a designated individual takes accurate minutes.
- Stakeholder Relations: Building effective relationships across statutory and multi-agency partners to ensure cooperation regarding information sharing and attendance.
- Support Planning: Using the collective expertise of the panel to establish tailored support plans that consider the wider family context.
- Consent & Accountability: Ensuring consent is actively sought from the individual (or their representative) before support is accessed, and holding partner agencies to account to execute their parts of the plan
- Provide Channel updates at Contest Board.

Working collaboratively with safeguarding partnerships, police, health, education, district councils, voluntary organisations and community groups, the postholder will champion preventative approaches that build resilient communities and support Lancashire's wider safeguarding objectives.

The role includes significant strategic influence, decision-making authority, partnership leadership and accountability for ensuring Lancashire meets its statutory Channel responsibilities, with clear assurance provided to Directors, Executive Leadership Team, elected members and safeguarding partnerships.



Performance Indicators

- Successful and compliant operation of the Channel Panel, including effective referral quality assurance, timely decision-making, intervention planning and outcomes monitoring.
- Achievement of relevant service objectives, targets and performance indicators.
- Positive outcomes for individuals receiving Channel support and other preventative interventions.
- Strong partnership engagement and stakeholder satisfaction.
- Evidence of continuous improvement, innovation and learning across service areas.
- Effective management of resources and budgets.
- Compliance with safeguarding, legal and regulatory requirements.

Leading Lancashire – Our Leadership Framework



Leading Lancashire Our Leadership Framework

Our Vision and Values We are driven by a simple yet powerful vision – “Here at Lancashire County Council, we are helping to make Lancashire the best place to live, work, visit, and prosper.”

This vision is at the centre of everything we do. Embedded in our identity are our values: **Supportive, Innovative, Respectful, and Collaborative**, our guiding principles that enable everyone to thrive.



Four Spheres of Leadership

The Leading Lancashire framework is a dynamic approach, encapsulating four key spheres:

Responsibilities, Capabilities, Behaviours, and Results.

These spheres form the bedrock of our leadership ethos, providing clarity and direction for all leaders. Responsibilities guide our actions, Capabilities cultivate our potential, Behaviours shape our interactions, and Results measure our impact. Together, these spheres ensure leaders deliver their best for themselves, their teams, LCC, and the people of Lancashire.



The Lancashire Mindset

Woven through the Leading Lancashire framework we introduce The Lancashire Mindset; Growth, Ownership, Optimism and Positive Impact. Adopting this mindset across the entire organisation not only brings our values to life but also emphasises the collective commitment to delivering the best for the people of Lancashire.

The Lancashire Mindset not only shapes our approach to leadership but also serves as a guiding force for a culture rooted in growth, ownership, optimism, and the commitment to making a meaningful positive impact.



Levels of Leadership

The Leading Lancashire framework provides an opportunity to define and clarify the focus and purpose of the various leadership levels within the organisation.

VISIONARY (Long-Term Direction):

Level 1 & 2 Leadership – Executive Directors and Directors
Senior leaders at this level, are Visionary Leaders. They have the privilege of shaping the long-term vision for the organisation, providing strategic and visionary direction that will guide the future success of Lancashire County Council.

SHAPING (Medium to Long-Term Strategy):

Level 3 Leadership – Heads of Service
Heads of Service at this level are Shaping Leaders. They are empowered to shape strategies with a broad mid to long-term view, setting clear strategic initiatives that provide direction to the management population, contributing to the organisation's success in the medium to long term.

OPERATIONAL (Short-Term to Immediate Effectiveness):

Level 4 Leadership – Management Roles
Leaders at this level, found in various management roles, are Operational Leaders. They focus on immediate operational effectiveness, ensuring their teams deliver in the short term, meeting objectives and driving success on a daily-to-monthly basis.

These refined terms more explicitly convey the visionary, shaping, and operational aspects of leadership at each level within the Leading Lancashire framework.

Accountabilities/Responsibilities

- Lead the strategic development, implementation and evaluation of Lancashire County Council's Prevent and Channel programmes, ensuring alignment with statutory requirements, government guidance, corporate priorities and local safeguarding arrangements.
- Act as the Council's designated lead officer Channel, providing expert advice, challenge and assurance to Directors, Executive Leadership Team members, elected members, safeguarding partnerships and senior partners.
- Chair and lead the multi-agency Channel Panel, ensuring effective governance, risk assessment, decision-making, intervention planning and oversight of support plans for individuals vulnerable to radicalisation.
- Oversee the effectiveness of Channel arrangements, including quality assurance of referrals, timeliness of decision-making, multi-agency attendance, information sharing, intervention delivery and outcomes monitoring.
- Provide assurance that Channel processes are robust, compliant with legislation and statutory guidance, and subject to regular review, learning and continuous improvement.
- Lead the development of preventative safeguarding approaches that address exploitation, radicalisation, serious violence and other emerging vulnerabilities.
- Develop and maintain effective relationships with key partners including Counter Terrorism Policing, Lancashire Police, education providers, NHS partners, safeguarding partnerships and community organisations.
- Provide strategic leadership for programme planning, performance management and service improvement activities, ensuring delivery against agreed objectives and performance measures.
- Analyse complex performance, intelligence and risk information to identify trends, inform strategic decision-making and strengthen preventative approaches.
- Lead, inspire and develop direct reports, creating a high-performance culture focused on innovation, learning and continuous improvement.
- Manage allocated budgets and resources effectively, ensuring value for money and delivery of agreed outcomes.
- Be a lead officer within strategic reviews, audits, assurance activities and inspection preparation relating to Prevent, Channel and safeguarding responsibilities, ensuring learning is translated into service improvement.
- Develop and maintain governance arrangements, performance reporting and risk escalation routes that provide clear corporate assurance on Prevent and Channel compliance.
- Deputise for the Head of Service as required and lead corporate projects and initiatives on behalf of the Directorate.

Other

- **Equal Opportunities**
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.
- **Health and safety**
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.
- **Customer Focused**
We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.
- **Safeguarding Commitment**
We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.
- **Skills Pledge**
We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

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Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- Degree-level qualification or equivalent.
- Professional qualification in relevant discipline and if that is social work, provide evidence of SWE registration.
- Evidence of significant professional development in safeguarding, community safety, counter-terrorism, public protection or related disciplines.
- Management qualification or participation in a recognised leadership programme.
- Commitment to ongoing professional development.

Experience

- Significant experience of operating at a senior management level within safeguarding, community safety, public protection, policing, education, local government or a related field.
- Experience of leading complex multi-agency partnerships and influencing senior stakeholders.
- Experience of chairing high-risk strategic or operational panels requiring complex decision-making.
- Experience of overseeing referral quality, multi-agency intervention planning, risk management and outcomes monitoring in relation to high-risk safeguarding or public protection arrangements.
- Experience of developing and delivering preventative strategies and service improvement programmes.
- Experience of working within a statutory and regulated environment.
- Experience of leading statutory compliance, assurance reporting, audit preparation, inspection readiness or external scrutiny within a complex public sector environment.
- Experience of managing change, transformation and organisational improvement.

Essential knowledge, skills & abilities

- Extensive knowledge of the Prevent Duty, Counter Terrorism and Security Act and related statutory guidance.
- Detailed understanding of organisational compliance requirements under the Prevent Duty, including self-assessment, workforce compliance, assurance reporting, risk assessment and inspection readiness.
- Strong understanding of safeguarding legislation, policy and practice relating to children, young people and vulnerable adults.
- Strong understanding of Channel Panel statutory guidance, referral pathways, multi-agency governance, information sharing, intervention planning and outcomes monitoring.
- Ability to provide credible strategic advice to senior leaders, elected members and partner organisations.
- Excellent partnership-building, negotiation and influencing skills.
- Ability to analyse complex intelligence, performance and risk information and translate findings into strategic actions.
- Strong leadership skills with a proven ability to motivate and develop high-performing teams.
- Ability to represent Lancashire County Council effectively at regional and national forums.
- Excellent communication, presentation and report-writing skills.
- Ability to manage competing priorities within a politically sensitive environment.
- Ability to embed organisational learning, lead workforce development and promote consistent understanding of Prevent responsibilities across a large and complex organisation.

Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive