**Nottingham City Safeguarding Children’s Partnership**

**Independent Scrutineer - Job Description and Person Specification**

Nottingham City Safeguarding Children Partnership believe that nothing is more important than protecting children from abuse, neglect and exploitation. Children who need help and protection deserve high quality and effective support as soon as a need is identified.

*We want a system that* responds *to the* needs *and interests of children and families. In such a system, practitioners will be clear about what is required of them individually, and* how *they need to work together in partnership with others.*

*Securing the best possible safeguarding outcomes for children is a priority for all partner organisations in Nottingham. New legislation offers an opportunity to further strengthen already good multi-agency provision. The right structures need to be in place for strategic leaders to have a clear understanding of strengths and weaknesses of current safeguarding arrangements, to make the right, timely decisions and for operational activity to take place where it matters most to make a positive impact on young lives.*

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| The purpose of our local arrangements is to support and enable local organisations and agencies to work together in a system where:  • children are safeguarded and their welfare promoted  • partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children  • organisations and agencies challenge appropriately and hold one another to account effectively  • there is early identification and analysis of new safeguarding issues and emerging threats  • learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice  • information is shared effectively to facilitate a more accurate and timely decision making for children and families |

**Independent Scrutiny**

Independent scrutiny is a statutory requirement to provide assurance in judging the effectiveness of multi-agency arrangements to safeguard and promote the welfare of all children in a local area. It is proposed to initiate a new role of Independent Scrutineer to fulfil this function and provide the critical challenge and appraisal of the safeguarding arrangements agreed in Nottingham. The Strategic Leadership Group will have responsibility for determining local arrangements including involving other relevant agencies.

The role of independent scrutiny is required to cover the following:

* Consider the overall effectiveness of local safeguarding arrangements
* Consider how well the safeguarding partners are providing strong leadership
* Provide independent scrutiny of the annual report of the safeguarding partners

In addition to these functions, it is proposed that the independent scrutineer also has a role to deliver the following:

* To offer mediation to the three statutory safeguarding partners and any other local agencies in dealing with any key areas of disagreement
* To offer independent review of any escalated concern raised by relevant agencies or on behalf of children and families when requested by the statutory partners
* Support a culture and environment conducive to robust scrutiny and constructive challenge.

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| The following is a guide to the initial proposed way in which the Independent Scrutineer will operate, and how these arrangements will be reviewed.   * Annual scrutiny of the priorities set by the SLG to ensure the relevance of priorities in meeting local needs * Annual scrutiny of the effectiveness of arrangements to identify and review serious child safeguarding cases * At least annual review of the clarity of the information that the SLG receives to inform strategic leaders of the effectiveness of safeguarding * The Independent Scrutineer will be expected to make formal recommendations to the Strategic Leadership Group * The statutory partners will review the arrangements for independent scrutiny at least annually and report in the annual review on these arrangements. |

The other ways in which independent scrutiny will be delivered to these safeguarding arrangements include:

* Inspection - either single or joint inspections of the statutory partners and the services they are responsible for;
* Peer Review - such as sector led improvement programme, supported by the Department for Education, which includes an annual programme of peer challenge.

**Independent Scrutineer**

We are looking for a creative thinker, who is skilled in multi-agency facilitation, keeping the needs and perspective of our local children and young people at the heart of everything we do.

We are looking forward to working with someone who can provide us with insight, challenge and independent views.

We are moving towards clear strategic leadership which understands the local safeguarding system and our local strengths and area for development. We want you to help us make better use of audits which demonstrate impact upon outcomes and intelligent analysis which interprets performance data. We also want you to scrutinize our effectiveness in engaging with children and young people about their lived experiences, understanding their observations about what we do well and what we need to change as a system. We want you to provide scrutiny of the effectiveness with which we are embedding a practice learning culture with all frontline staff and volunteers.

Nottingham City Safeguarding Children Partnership would like to hear from candidates who can demonstrate our shared values and can offer challenge and support. We welcome applications from people from a range of disciplines. You will be educated to degree level or equivalent and hold a recognised professional qualification in a discipline which could include social care, health, police or equivalent experience at a strategic management level.

**Independent Scrutineer - Person Specification**

**Education and Qualifications**

* Educated to degree level or equivalent
* Hold a recognised professional qualification in a discipline including social care, health, or Police or equivalent experience at a strategic manager level

**Experience & Knowledge**

* Experience of and effective leadership at a senior level in the children’s safeguarding field.
* Experience of working at a senior level within a multi-disciplinary context.
* Experience, knowledge and understanding of statutory and voluntary organisations and how they work.
* Experience of chairing complex professional meetings at a senior and strategic level.
* Experience of having influenced and negotiated successfully at a senior level across agencies, disciplines, and sectors.
* Extensive knowledge of the safeguarding agenda and related guidance.
* Thorough knowledge and understanding of relevant legislation, research, inspection regimes and statutory guidance relating to the safeguarding of children.
* An understanding of the wider children's agenda.
* A strong awareness of issues of confidentiality, and demonstration of appropriate adherence to confidentiality.
* Experience of resolving disputes and complaints between professionals.
* Experience of involving children, young people and their families in planning and decision making at all levels – including contributing to strategic plans and developments.
* Experience of applying quality assurance frameworks in order to understand the impact and effectiveness of service provision in meeting needs.

**Skills, abilities and attributes**

* You will demonstrate integrity, openness and trustworthiness.
* Excellent communication and presentation skills.
* Excellent time management skills and the ability to prioritise.
* The confidence, authority and objectivity to challenge practices and hold agencies accountable.
* The ability to empower multi-agency activity for change and improvement.
* The ability to digest and analyse complex information.
* The ability to communicate effectively with a wide range of stakeholders and organisations, both orally and in writing.
* Ability to lead and motivate others
* Ability to provide clear and unambiguous direction
* Be solution focussed in attitude and practice

**Work Conditions**

* Ability to undertake any necessary travel in connection with the duties of the post.
* Flexible in terms of time commitment to ensure that periods of increased activity are led consistently.
* Be available to attend other meetings as appropriate and requested by the statutory partners
* Not be related to an elected member (or equivalent of any of the partners), nor to an officer who is employed by a partner agency in a role that is relevant to its safeguarding functions.

**Time Commitment & Remuneration**

Daily rate of £550 (inclusive of expenses) for no less than 18 days and up to 36 days per year