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| **Job Description and Person Specification** |



**Job title: Independent Scrutineer Safeguarding Children**

**Service: Wigan Safeguarding Partnership**

**Grade: £625 daily rate (plus mileage)**

**Term: Appointed on a two-year term (subject to review on an annual basis)**

**Reporting to: Tripartite Leaders of the Wigan Safeguarding Partnership**

**(Greater Manchester Police, NHS Wigan Borough Clinical Commissioning Group and Wigan Council)**

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| **Job Purpose and Summary** |

The Children Act 2004 and as amended by Children and Social Work Act 2017 requires the three safeguarding partners to have a shared and equal duty to make arrangements to work together to safeguard and promote the welfare of all children in a local area. Working Together to Safeguard Children 2018 has set out the arrangements for an independent scrutiny function, which should provide the critical challenge and appraisal of the multi-agency safeguarding arrangements. The role of Scrutineer will be independent of the Safeguarding Partnership.

In the Wigan Borough the Safeguarding Partnership will encompass the requirements of the Safeguarding Adult Board as per the Care Act 2014 and the Safeguarding Children Partnership as per the Children and Social Work Act 2017. The Independent Scrutineer is accountable to the strategic leads appointed by the three safeguarding partners and will work in collaboration with Independent Chair of the Wigan Safeguarding Partnership.

Within Wigan, our Safeguarding Partnership is in a key position to help deliver our collective ambitions for the borough outlined in our Deal for 2030 Strategy, as well as help shape and deliver our joint locality plans. The scrutineer role is being introduced to help the partnership shape and develop our joint approaches that assist with embedding a whole family, life course approach to safeguarding, and critically to help us draw in the lived experience of young people and their families into planning and delivery of strength based interventions and practice.

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| **Principal Responsibilities** |

The role of Independent Scrutineer is to:

* Provide assurance in judging the effectiveness of multi-agency arrangements to safeguard and promote the welfare of all children in the Wigan Borough, including arrangements to identify and review serious child safeguarding cases.
* Provide independent scrutiny as part of a wider system which includes the independent inspectorates’ single assessment of the individual safeguarding partners and the Joint Targeted Area Inspections
* Act as a constructive critical friend and promote reflection to drive continuous quality improvement
* Consider how effectively the safeguarding arrangements are working for children, young people and their families as well as for practitioners; and how well the safeguarding partners are providing strong and effective leadership
* Contribute to an annual report which will be published on the Wigan Safeguarding Partnership website.

(DfE, 2018: Paragraphs 31 to 35).

**Mandatory statement**

The Safeguarding Partners are committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner’s office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

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| **Duties and Responsibilities** |
| * Provide independent scrutiny to the Safeguarding Partnership ensuring that it fulfils its statutory responsibilities as set out in the Children and Social Work Act 2017 and other related guidance to work collaboratively to safeguard and promote the welfare of children, young people and adults in the Borough. * To provide effective and objective scrutiny and challenge and act as constructive critical friend as well as promoting reflection to drive continuous improvement to both the partnership and safeguarding practice. * To consider how well the Tripartite Safeguarding Partners are providing strong and effective leadership and agree with the safeguarding partners how this will be reported. * To provide critical advice to the Tripartite Safeguarding Partners that organisations have strategies in place for addressing priorities, gaps and risks and how effective they are. * To have a view and advise regarding the robustness and effectiveness of local multi-agency arrangements in the Borough to safeguard and promote the welfare of children and adults and to report areas of weakness and highlight areas of strength to the Tripartite Safeguarding Partners. * To provide a view on how effectively organisations hold each other to account to take corrective action and to improve services where issues of poor performance and practice are identified. * To report to the Wigan Safeguarding Partnership Executive Board as required. * To assist and provide independent advice when there are any conflicts of interest between the key statutory leads. * Listen to the experiences of children, young people, adults with care and support needs and their families to ascertain how effectively local arrangements are working for them. * Provide opportunities for an independent perspective of frontline practice through direct conversations with practitioners and how effectively the arrangements are working for them. * Report to the safeguarding partners any recommendations from their scrutiny and/or assurance activities * To scrutinise the findings and outcomes of any safeguarding reviews. * Facilitate the effective operation of a limited number of multi-agency safeguarding partnership meetings pertinent to the role including chairing of meetings, encouraging respectful challenge and following up progress on decisions and recommendations identified. * To assist the partnership in inspection related activity.   In the next 12 months, you will:   * Work with and advise the Children’s Safeguarding Executive Group to establish a robust quality assurance and performance framework * Establish your role as critical friend to the Children’s Safeguarding Executive in respect of improvement plans and outcomes * Work with the partnership to help establish where opportunities to incorporate the lived experience of children, young people and their families regarding quality of services, outcomes and to assist in shaping solutions * Provide expert advice to assist the partnership in planning and implementing a life course approach to safeguarding where opportunities exist   On an ongoing basis you will:   * Provide expert advice and guidance to the Children’s Safeguarding Executive Group through membership of this group * Provide support to the Safeguarding Team regarding issues relating learning and improvement processes and individual cases * Provide a summary overview and advice to the Safeguarding Partnership Joint Executive and liaise with key senior leaders from the three statutory partner agencies * Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules |

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| **In this job you will need** |
| You must be able to demonstrate the following essential requirements:-   * Demonstrated and evidenced experience in a senior role regarding children’s safeguarding partnership working * Demonstrated and evidenced experience of developing and implementing improvement plans and approaches regarding children’s safeguarding * Demonstrated and evidenced experience of developing and implementing life course interventions, policies and plans regarding safeguarding * Experience of managing performance frameworks relating to safeguarding * Experience and evidence of managing and developing quality assurance frameworks within the context of a safeguarding partnership * Demonstrated evidence of preparing, undertaking and responding to the findings of external agency inspections * An appreciation of the pivotal role of key partner agencies and sectors in delivering effective safeguarding policies, processes and outcomes, in particular the health sector (Primary Care / GPs), Education settings, criminal justice agencies and the community and voluntary sector * A deep understanding and experience of implementing best practice approaches regarding safeguarding, including experience of developing effective practice within a multi-agency context |

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| **Our culture** |
| For us, it’s not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours. |
| **Be Positive…** take pride in all that you do |
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| **Be Accountable…** be responsible for making things better |
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| **Be Courageous…** be open to doing things differently |
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| Individuals with line management responsibilities are also expected to … |
| **Inspire…** lead by example and help others to see the big picture |
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| **Care…** show genuine concern for people as individuals and value their contributions |
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| **Engage…** I connect with others both within and beyond the organisation |
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| **Staff Deal** | |
| Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you | |
| **Our part** | **Your part** |
| * Provide strong, honest and visible leadership | * Listen, be open, honest and friendly |
| * Reward your commitment and hard work | * Be efficient, flexible and professional |
| * Care for your health and well being | * Care for your health and stay active |
| * Listen to you and put your ideas into action | * Tell us how we can improve |
| * Support you to give something back | * Give something back whenever you can |
| * Offer opportunities to learn and grow | * Take opportunities to learn and grow |
| * Be one team, one council | * Be one team, one council |
| * Believe in you | * Believe in yourself and our borough |

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|  | **Essential Criteria – Essential (E), Desirable (D)** |
| **Qualifications & Education** | * Educated to degree level in a relevant field (e.g. health, education, criminal justice, social care) or equivalent work experience (E) * Management Qualification (D) |
| **Experience and Knowledge** | A minimum of 2 years’ experience and/or background of effective involvement at an operational and strategic level in a relevant field with children in either the private, public or voluntary sector  Experience of working at a strategic level within a multi-disciplinary context.  Experience of independent scrutiny and quality assurance functions  Substantial experience of safeguarding and promoting the welfare of children , through previous or current professional or voluntary activities  Experience, knowledge and an understanding of statutory and voluntary organisations and how they work  Significant and demonstrable evidence of chairing skills within complex multi-agency arenas  A proven track record of having influenced and negotiated  successfully at a strategic level across agencies, disciplines, and sectors.  Experience of developing and maintaining strong strategic  relationships to ensure effective governance of the partnership.  Extensive knowledge of the safeguarding children and adult  agendas including the Children Act 2004, Children and Social  Work Act 2017, the Care Act 2014 and statutory guidance.  A good understanding of relevant regulations and operational context of safeguarding work to enable well rounded contributions to considering case issues, e.g. professional challenges or Child/Safeguarding Practice Reviews/Safeguarding Adult Reviews.  Knowledge and understanding of relevant legislation, research, inspection regimes and sector led improvement activity.  A good understanding of the Data Protection Act and information sharing  Experience of supporting and advising a multi-agency partnership of how to resolve professional disagreements  Experience of involving the wider community in consultation and decision making at all levels including contributing to strategic plans and developments.  Ability to form effective working relationships with partners / lay members / public differing backgrounds  Ability to communicate both orally and in writing to a wide range of audiences (including ability to write clear and concise reports and presentations).  Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet strict deadlines  Experience of dealing with the media and the ability to promote the work of the Safeguarding Partnership |
| Special Requirements | Suitability to work with children / vulnerable adults  Enhanced DBS check required and 3 yearly re-checking process will be undertaken  Undertaking Office Holder duties on behalf of the Authority  Registered with the HCPC (depending on professional  Background) |