

JOB DESCRIPTION

Designation: Independent Scrutineer for the Lewisham Safeguarding Children Partnership

Reports to: Lewisham Safeguarding Children Partnership Executive Group

Remuneration: Day rate (maximum of £650 per day inclusive of expenses) for 25 days a year for a two-year initial term with a one-year option to extend.

Main Purpose of the job:

To carry out the Independent Scrutineer function as required by Working Together to Safeguard Children 2023 which provides critical challenge and transparent appraisal of the multi – agency safeguarding arrangements; to drive continuous improvement and provide assurance that arrangements are working effectively for children, families, and practitioners.

Summary of Responsibilities and Personal Duties:

1. To provide independent scrutiny to the LSCP ensuring that it fulfils its statutory responsibilities set out in the Children and Social Work Act 2017 and Care Act 2014 and other related guidance to work collaboratively to safeguard children and families in Lewisham.
2. To provide effective and objective scrutiny and challenge and promote learning and reflection to improve the Partnership and safeguarding practice.
3. To seek assurance regarding the effectiveness of multi – agency safeguarding arrangements and how organisations hold each other to account, and to identify and report areas of strength and areas for consideration to the safeguarding partners.
4. To provide independent advice when there are any disagreements and/or conflicts of interest between the key statutory leads
5. To listen to the experiences of children, young people and their families/carers to ascertain how effectively the arrangements are working for them
6. To deliver a scrutiny programme and present high-quality analysis and findings to the LSCP Executive
7. To provide independent oversight and scrutiny on serious child safeguarding cases ensuring that learning and reviewing processes are rigorous and that recommendations are implemented effectively.
8. Significantly contribute to the LSCP annual report on the effectiveness and impact of local multi – agency safeguarding arrangements.

To carry out the duties of the post with due regard to the Council's Equal Opportunities Policy and core values.

Consideration will be given to restructuring the duties of this post for a disabled postholder.

Number of fully managed staff: None

Title:	Grade	No of posts
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Number of partially managed staff: None

Title:	Grade PO1	No of posts
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PERSON SPECIFICATION

JOB TITLE: Independent Scrutineer

GRADE: N/A Daily Rate

HOST AUTHORITY: London Borough of Lewisham Children and Young People

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked '**S**' will be used especially for the purpose of shortlisting.

If you are a disabled person but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria, you will be shortlisted, and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Equal Opportunities

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Commitment to implement the Council's Equal Opportunities policies.

Awareness of Equal Opportunities issues.

To carry out all the functions and responsibilities of the post with due regard to the Council's Equal Opportunities Policy, participate in the development of services to meet the needs of the multi-racial community, ensuring the continuing appraisal of anti-racist and anti-sexist policies and procedures.

Knowledge

1. Comprehensive knowledge and understanding of legislation, statutory frameworks and national policy in relation to children, particularly those relating to safeguarding children and young people at risk. **S**
2. Strong understanding of governance frameworks, risk management and quality assurance processes in safeguarding arrangements **S**
3. Understanding of performance management and continuous improvement **S**
4. Knowledge and understanding of best multi – agency anti – racist safeguarding practice, current research and evidence base. **S**

5. Significant knowledge of the Data Protection Act and of handling and inputting of sensitive data. **S**

Aptitude

1. Ability to act in a highly professional manner at all times.
2. Proven ability to challenge and hold organisations to account for the impact of their work in safeguarding matters, ensuring impact and improved outcomes for children.
3. Ability to be creative in problem solving.
4. Ability to work with complex data and statistics and using it to inform strategic and business planning.
5. Ability to work effectively across organisational boundaries and promote partnership working.
6. Ability to persuade, negotiate and influence others to achieve project goals.
7. Demonstrable confidence, authority and objectivity when forming effective working relationships with senior leaders, managers at all levels, staff, service providers and service users.

Skills

1. Demonstrable track record of leadership, achieving excellence in the delivery of services and contributing to objective setting at an executive level.
2. Strong organisational skills, including the ability to work on several initiatives and to prioritise workloads to meet agreed deadlines.
3. Excellent communication skills with strong verbal, written and presentational skills tailored to meet the needs of a wide range of audiences to present ideas and influence others.
4. Strong interpersonal skills, with the ability to build and maintain supportive and empathic relationships, securing support through negotiating, influencing, enthusing and driving partner agencies to achieve best safeguarding outcomes.
5. Sound judgement, with a commitment to making decisions that put the needs and safety of children first.
6. High levels of computer literacy, able to use Word, Excel and databases to support day-to-day working.

Experience

1. Significant experience at a senior strategic level within a statutory, voluntary or independent organisation in a multi – agency or multi – disciplinary context. **S**
2. Experience of working within a multi - agency safeguarding context leading complex decision making processes. **S**
3. Proven track record of a robust and effective approach to performance management that has resulted in the delivery of improved outcomes. **S**
4. Experience of interpreting and analysing data/monitoring information
5. Significant experience of working in a confidential environment and dealing with issues and effectively handling sensitive data in a professional manner. **S**

Education

Educated to degree level and/or a Professional Qualification in social/health care, education, police legal or related discipline.

Excellent levels of literacy and numeracy

Evidence of continuing professional development.

Personal Qualities

1. A collaborative and facilitative style of working with and listening to others that supports the well – being of the safeguarding workforce.
2. Quick to grasp new concepts and absorb and analyse information.
3. Confident in interaction with other professionals and senior managers from different services
4. Confident in using own initiative and administering professional challenge where needed.
5. Proactive, energy and ambition to demonstrate impact and improve outcomes for children and young people.

Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

DBS Disclosure Required? **No** ☐ **Basic** ☐ **Enhanced** ☒



(Tick as appropriate – guidance available from your HR Advisor)

Physical

Generally, candidates must meet the standard Lewisham requirements for the post.

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The Independent Scrutineer role is contracted for a limited number of days each year and is not an employee.