



# Independent Scrutiny Officer

## Job Advert and Profile

### JOB ADVERT

Building on our commitment to listening, learning, reviewing and adapting and in the context of strong inspection outcomes for our Local Authority Children's Services and Humberside Police, North Lincolnshire is in a great position to build on our local successes to further develop innovative practice to improve outcomes for children, young people and families.

**We are looking for a number of Independent Scrutiny Officers from a range of different backgrounds including Children's Social Care, Health, Police or Education/SEND, who will contribute to independent scrutiny functions.**

Under the auspices of the Children's MARS Local Arrangements, the scope of the independent scrutiny functions are outlined in our [Scrutiny and Assurance Framework](#).

There may be other opportunities to engage in further independent scrutiny functions, which will be negotiated via mutual agreement, e.g. chairing a rapid review meeting to consider whether a case meets the criteria for a child safeguarding practice review; undertaking scrutiny work relating to children in care living in residential, fostering or their own family network; or conducting scrutiny work for one of the individual safeguarding partner organisations (Local Authority (including Education)/Health/Police) e.g., in relation to chairing Education Standards Progress Teams.

The role of independent scrutiny is critical to provide assurance in judging the effectiveness of the Children's Multi Agency Resilience and Safeguarding (MARS) arrangements to safeguard and promote the welfare of all children in North Lincolnshire. These arrangements were refreshed and republished in October 2022 and can be found [here](#).

The role of Independent Scrutiny Officer is also to:

- provide assurance that there is effective identification and review of serious child safeguarding cases
- act as part of a wider system which includes the independent inspectorates' single assessment of the individual safeguarding partners and the Joint Targeted Area Inspections
- consider how effectively the arrangements are working for children and families as well as for practitioners, and how well the safeguarding partners are providing strong leadership
- provide objectivity, act as a constructive critical friend and promote reflection to promote continuous improvement
- understand and assure in relation to equality, diversity and inclusion and outcomes for children and families
- report to the safeguarding partners any recommendations from their scrutiny and assurance activities
- scrutinise the Children's MARS arrangements and annual report
- provide scrutiny and assurance activity in order to improve performance and practice across the breadth of partnership functions to improve outcomes for children

The daily rate is £500 per day (inclusive of expenses) or pro rata as appropriate. This appointment will be subject to annual review.

Please note that the Independent Scrutiny Officer will perform Office Holder duties and IR35 rules apply to this appointment. Payments will be made through North Lincolnshire Council payroll and tax and NI deductions will be made at source via PAYE in line with current HMRC guidelines.

To apply please send your CV and a covering letter of application (of no more than three sides of A4) to [mars@northlincs.gov.uk](mailto:mars@northlincs.gov.uk) The letter should outline how your suitability and knowledge, skills and experience is relevant to the job profile below. It should also include details of a referee. If you have any further queries, please contact Nikki Alcock, Head of Partnerships Evaluation and Outcomes on 07717 586237.

<b>JOB PROFILE</b>
<b>EXAMPLES OF MAIN RESPONSIBILITIES</b>
1. Provide independent scrutiny and evaluation pertaining to agency specific and thematic assurance events
2. Provide independent scrutiny and evaluation pertaining to practice learning line of sight events
3. Scrutinise the arrangements to identify and review serious child safeguarding cases
4. Scrutinise how well the safeguarding partners are providing strong leadership
5. Have a direct interface and engage with children, young people and families to determine the impact of the local arrangements
6. Have a direct interface with front line practitioners in order to have an informed perspective on practitioners skills, knowledge and practice which enables them to fulfil their responsibilities within the local arrangements
7. Prepare written reports in relation to scrutiny and assurance activity
8. Attend and contribute to the Children's MARS Board and other partnerships, events and meetings to present findings
9. Contribute to reciprocal peer review arrangements where arranged
10. Attend and contribute to inspection activity as appropriate
11. Scrutinise the Children's MARS arrangements and annual report prior to publication
12. In the event of any dispute between the safeguarding partners and/or relevant agencies or any local disputes relating to multi-agency practice, the Independent Scrutiny Officer may also assist with the dispute resolution process.
13. Conduct independent scrutiny activities within safeguarding partner organisations and / or across education / SEND improvement and support functions
<b>INDICATIVE KNOWLEDGE SKILLS AND EXPERIENCE</b>
1. Worked at a senior level in an organisation which has safeguarding responsibilities (e.g. Children's Social Care, Health, Police or Education/SEND)
2. Experience of safeguarding and / or education / SEND at a strategic management level
3. High level knowledge and experience of working across the children's multi agency family help and safeguarding system and / or education / SEND system
4. Understand the complex circumstances in which practitioners work together to safeguard children including the impact of management, supervision, resources, skills and training
5. Experience of communicating and engaging with practitioners, partners, children, young people and families
6. Ability to communicate at all levels using various mechanisms, including written and presentation skills
7. High level understanding of relevant legislation, guidance and policy frameworks within which multi agency services operate and the critical levers for change
8. High level understanding of relevant inspection frameworks
9. Awareness of political environment
10. Reflective, analytical and evaluation skills
11. Ability to distil information and findings from a range of sources in order to inform their report on the scrutiny and assurance activity
12. Be able to handle information securely and take account of information governance processes
13. Be able to communicate ownership of their independent and objective perspective in all meetings and representations
<b>CREATIVITY AND INNOVATION</b>
1. To utilise and identify opportunities to develop innovative ways of communicating and engaging with children, young people families, safeguarding partners organisations and other agencies
2. Formulate evidence based achievable recommendations and opportunities to enhance the children's multi agency family help and safeguarding system and / or education / SEND system
3. The ability to work flexibly and meet deadlines in a changing environment
4. The ability to work creatively and collaboratively with other Independent Scrutiny Officers if required