



SSCP Independent Scrutineer

Service	Reporting to	Location	Grade	Salary	Hours
People	Salford Safeguarding Children Partnership Delegated Safeguarding Partners	Home based with some travel for face to face sessions when required.	N/A	£550 per day (inclusive of expenses)	Approximately 22 days per financial year

About the role

Salford Safeguarding Children Partnership (SSCP) is a multi-agency partnership providing strategic leadership, direction, and governance for the delivery of statutory and local requirements for safeguarding children in Salford in line with Children Act 2004 and Working Together to Safeguard Children 2023, this includes arrangements and function of independent scrutiny.

As Independent Scrutineer you are independently commissioned. You will act as a critical friend to the Partnership, providing support and challenge, testing the impact of safeguarding arrangements, seeking assurance from partners on the effectiveness of the child safeguarding arrangements, and ensuring the voices of children and families are central to all we do in Salford.

Salford is a good authority with strong and supportive multi-agency partnership working. People are proud to work in Salford. We recognise good practice and are committed to continuous learning, which positively impacts the lives of children, young people and families through improved outcomes.

Main activities:

- Plan and deliver a structured scrutiny programme aligned with SSCP strategic and business priorities.

Job code:
Job score:
Date of evaluation:

#HappytoTalkFlexible



- Produce high quality analytical reports, including quarterly findings and an annual report.
- Engage directly with children, young people, families and practitioners to ensure lived experiences shape policy and practice.
- Provide constructive challenge and critical reflection to senior leaders across agencies ensuring that the SSCP has a clear strategic direction and priorities, a distinct identity, independent voice and a robust process for challenge.
- Mediate and advise on inter-agency disagreements, supporting resolution and shared accountability in line with SSCP escalation and complaints procedure.
- Facilitate learning and review processes, including child safeguarding practice reviews and thematic audits.
- In conjunction with other partners, ensure that key issues and national development are brought to the attention of and considered by the SSCP in line with its priorities.
- To ensure the SSCP and subgroups adhere to their Terms of Reference and deliver agreed work plans and business plans.
- To be assured that the SSCP undertakes, leads on the delivery of Local Reviews and effectively disseminates learning.

Key outcomes

- Ensure that SSCP arrangements are meaningfully implemented in practice.
- The SSCP should adhere to its governance requirements and is seen to be transparently accountable to the people of Salford, relevant partnership boards, the DCS and the council's CEO.
- Continual reflection and development in children's safeguarding practice results in improved and more effective arrangements to protect children at risk of abuse and neglect.
- SSCP continually acts within the requirements of all relevant legislation and undertakes and achieves its statutory responsibilities and obligations in a timely manner and to a high standard.
- Working relationships between partners and the SSCP are robust, effective and evolving with an aspiration of continual development and focus on collaboration to safeguard children.
- Safeguarding children reviews are undertaken as required by statute and that learning from such local reviews as well as those from other Partnerships are reflected in child safeguarding practice across the city.
- The SSCP and partners are prepared for any inspection and/ or review of the safeguarding arrangements within the city which would include the SSCP and partner agencies.

#HappytoTalkFlexible



Salford City Council

What we need from you

- You should demonstrate effective leadership at a senior level within a children's safeguarding multi-disciplinary context.
- Demonstrable track record of providing inspirational leadership and achieving excellence in the coordination of safeguarding services, contributing to objective setting at an executive level and able to inspire a culture where change, improvement and learning are welcomed and supported across the partnership.
- Thorough knowledge and understanding of relevant legislation, research, inspection regimes and statutory guidance relating to the safeguarding of children- including Children Act 1989 and 2004 and Working Together to Safeguard Children 2023.
- You should be self-motivated and demonstrate an ability to act as an independent voice in order to effectively challenge and achieve improvements in safeguarding practice.
- You can navigate and influence governance and accountability arrangements within large organisations and across partnerships deploying strong analytical and reflective skills to take a solution focused approach.
- Through strong interpersonal skills an ability to build and maintain supportive and empathetic relationships, securing people's support and commitment to a course of action or different way of thinking by presenting ideas convincingly and persuasively, and to lead major negotiations.
- Proven ability to involve children, young people and their families in planning and decision making at all levels – including contributing to strategic plans and developments.
- Flexibility in terms of time commitment to ensure that periods of increased activity are led consistently and ability to travel to undertake duties face to face where required.
- The ability to chair complex multi-agency discussions that promote reflection and result in assurances and changes to improve safeguarding outcomes.
- In order to maintain your independence, you should not be currently employed in any capacity by any organisation delivering health and social care services in Salford.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to

#HappytoTalkFlexible



Salford City Council

further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be

#HappytoTalkFlexible



Salford City Council

delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



#HappytoTalkFlexible



Salford City Council

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

#HappytoTalkFlexible



Salford City Council