



## SSCP Independent Scrutineer

Service	Reporting to	Location	Grade	Salary	Hours
People	Director of Children's Services	Home based	N/A	£500 per day	Approximately 22 days per year

### About the role

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 Independent Scrutineer will be independent of the Safeguarding Partnership.

The Independent Scrutineer is accountable to the strategic leads appointed by the three safeguarding partners and will provide scrutiny, challenge and seek assurance from partners on the effectiveness of the child safeguarding arrangements across Salford. This will include arrangements to identify and review serious child safeguarding cases. The Independent Scrutineer will consider and as necessary, report upon how effectively the arrangements are working for children and families at risk, practitioners and how well the safeguarding partners are providing strong and effective leadership.

Salford is a good authority with strong and supportive multi-agency partnership working. People are proud to work in Salford. We are committed to recognising good practice and to continuously improve outcomes for children.

Job code:  
Job score:  
Date of evaluation:

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## Main activities:

- To influence and promote the Salford Safeguarding Children Partnership (SSCP) in delivering its objectives of co-ordinating and monitoring the effectiveness of inter-agency work to safeguard and promote the welfare of children and young people in line with Working Together to Safeguard Children 2023.
- To ensure that the SSCP has a clear strategic direction and priorities, a distinct identity, independent voice and a robust process for challenge.
- To consider how effectively the SSCP are working for children, families and practitioners.
- To keep up to date with relevant literature, legislation and developments in the Safeguarding arena.
- To provide objective scrutiny and act as a constructive critical friend by promoting reflection to drive continuous improvement.
- The voices of children and young people are championed and represented and influence the work of the SSCP.
- There is early identification and analysis of new and emerging safeguarding issues
- 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 Rapid Reviews within appropriate timescales, leads on the delivery of Local Reviews and effectively disseminates learning
- To ensure the SSCP has systems and processes in place to identify and measure its success and impact.
- To contribute to the development and publication of the SSCP Strategic Plan and annual reports on the Partnership's functioning and performance.
- To ensure that systems and processes are in place to ensure all partner agencies fulfil their statutory duties under the Children Act (2004) and the Education Act (2002).
- To decide in the light of available information, whether complaints that have reached the formal stage of the SSCP complaints procedure are upheld.
- To ensure that the SSCP promotes Equality of Opportunity

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## Key outcomes

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- To ensure that the 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.
- To create an environment of continual reflection and development in children's safeguarding practice resulting in improved and more effective arrangements to protect children at risk of abuse and neglect.
- Represent the SSCP and partner agencies at internal and external events.
- The SSCP should continually act within the requirements of all relevant legislation and undertake and achieve its statutory responsibilities and obligations in a timely manner and to a high standard.
- Maintain, enhance and develop the working relationships that currently exist between members of the SSCP and between the agencies that they represent. If appropriate, to mediate and intervene between members and agencies who are in conflict to achieve resolution and maintain focus on working together to safeguard children.
- Ensure that 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.
- Establish and maintain preparations for any inspection and/ or review of the safeguarding arrangements within the city which would include the SSCP and partner agencies.

## What we need from you

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- You should hold a professional qualification in a field related to Child safeguarding or have achieved advanced training/ education within the context of the operation of a partner agency and demonstrate considerable relevant experience at a senior level.
- 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.
- You should demonstrate your understanding and commitment to the value of inter professional/ agency working as a response to protecting children at risk of harm.
- 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.

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- You should have significant knowledge and experience of working within services for safeguarding children demonstrating substantial experience and knowledge of child safeguarding policies with an excellent understanding of statutory roles and responsibilities relating to child safeguarding.
- At a senior level, you should demonstrate excellent leadership skills within a relevant organisation and the ability to develop effective strategic relationships.
- You should have an in depth understanding and knowledge of the integrated systems in Salford.
- You should demonstrate that you can manage governance and accountability arrangements within large organisations and across partnerships.
- You should know how to hold organisations to account.
- You should demonstrate your ability to manage budgets
- The ability to influence and drive successful change management
- The ability to chair complex multi-agency discussions that promote reflection and result in assurances and changes to improve safeguarding outcomes.
- Substantial experience of building trust, questioning, critiquing and providing effective feedback within the context of strategic and business relationships.
- Excellent interpersonal skills.
- Strong analytic and reflective skills, taking a solutions focused approach.

## What we can offer you

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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 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

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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 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.

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# Our leadership behaviours

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## As a values-based leader you will:

- Model the values and embed them into the way your team delivers services.
- Hold people accountable for demonstrating the values.
- Respect and care for others, treating everyone fairly, valuing and welcoming diversity, respecting people's identity, listening and acting on the things people say to enable everyone to achieve their full potential.
- Be honest, taking responsibility for your actions and decisions.
- Use resources that you are trusted with wisely.

## To lead others, you will:

- Listen to understand, not to defend.
- Give people the freedom to use their initiative.
- Provide opportunities for people to discuss and solve problems and issues – focussed on learning, not blame.
- Regularly provide coaching and support to others to help them achieve their objectives and potential.
- Appreciate and build on people's strengths.
- Motivate, engage, encourage and inspire others in order to be the best they can be.
- Build lasting productive relationships with residents, partners and elected officials.

## To lead outcomes, you will:

- Be visible, inject pace, vigour and purpose.
- Expect high standards; mediocrity is not acceptable.
- Take an evidence and whole system approach in making decisions.
- Maximise technology and models to deliver quicker, easier, better services.
- Have a digital mindset, fully utilising digital systems and solutions to deliver services efficiently and effectively.
- Set context and challenging goals that will motivate people to take ownership, maximise performance, and develop.

## To build and communicate a vision for the future you will:

- Be optimistic and ambitious for the city and its people, helping others to understand the need to change how we do things.
- Build strong collaborative relationships to find creative ways to make services more sustainable and flexible.
- Recognise and value the strengths of people and places, taking a strengths-based approach to make the most of opportunities.

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- Support people through change, in undertaking new things, and taking risks.
- Take a place and whole system approach in designing, delivering, and leading services developing solutions with our partners.
- Ensure inclusion is integral to service delivery and organisational performance and develop a resilient, diverse workforce who reflect the increasing diversity of our city.
- Be optimistic and ambitious for the city and its people, helping others to understand the need to transform public services.

## Our organisation's values

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**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



## Application guidance

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

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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.

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