Role profile

Job Title:	Independent Reviewing Officer
Department:	Children and Families
Directorate:	Children

Grade:	14
Post no.:	**48787**
Location:	Various Locations including Greenford, Acton and Perceval House

Role reports to:	Safeguarding, Review & Quality Assurance Manager
Direct reports:	This is a specialist post with no direct reports
Indirect reports:	Indirect management of approximately 50+ plus Workers in Social Work Teams (DTM's, Senior SW's and Social Workers) through scrutiny, challenge and support.

Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Purpose of role

- To chair statutory review meetings for children who become Looked After in accordance with the IRO Handbook Regulations (2010).
- Monitor the quality and effectiveness of social work practice by scrutinising care plans. Constructively challenge actions and interventions that are not delivering the required outcomes for children and young people.
- Support continued practice development and service improvement through auditing of care plans and other themed audits relating to looked after children; contributing to training and sharing learning from evidence-based practice and reviews in relation to looked after children.
- To contribute to the overall development of Children Services within an Equalities Framework.

Key accountabilities

- Chair and be accountable for decision making in statutory reviews for children in care, ensuring that requirements are met arising from statute, government regulation and guidance, departmental policy, regional and local procedure

and guidance, and ensuring the voice of the child is the focus of the review process

- Promote the participation of children and their family in care planning and service development

- Provide specialised professional support and advice to departmental staff and other agencies in work relating looked after children, including promoting consistency of practice

- Support the continual development of children's social care services by actively contributing to quality assurance activity, including case audit, and the implementation of new statutory requirements and guidance, as well as sharing learning from evidence-based practice and reviews in relation to looked after children issues

- To chair complex / allegations against professionals' meetings ensuring children are safeguarded and ensure required records are kept in line with DoE returns/performance information

- Contribute to the promotion of high standards of competence and decision making in childcare, using evidence and research to inform good practice, through providing IRO input into key meetings and panels

- Assist the Review & Quality Assurance Manager in identifying trends in looked after children in Ealing, identifying service strengths and weaknesses and contributing to improvement plans

- To have a clear quality assurance function in reviewing practice and promoting high standards to improve practice standards

- To contribute to the delivery of relevant training and the dissemination of relevant procedural guidance to multiagency professionals, operational staff and multi-tier managers and all other invested stakeholders

- Be aware of the divisional resource availability while applying the principles of best value to decision making in relation to children. To alert the Head of Safeguarding & Quality Assurance/Review & Quality Assurance Manager to any predicted budgetary pressures or potential cost savings, arising from any specific plans for children

- To ensure the Council's equal opportunity policies are implemented in all aspects of service delivery and employment practices

- To participate in the Child Protection and Safeguarding Team Service Plan in raising standards and improving service delivery

- To deputise for the Safeguarding, Review & Quality Assurance Manager as required

- To act independent of the Local Authority – displaying objectivity with regard to the process.
- Display an adaptive and flexible professional approach as a means of proactively assisting with any tasks/key responsibilities that may arise, as necessitated by the needs of the service

Key performance indicators

- To ensure Looked After Children review meetings are held, with minutes completed and disseminated, within statutory timescales
- To ensure and evidence participation from parents/carers/connected persons, children and agencies in LAC Reviews
- To demonstrate effective and consistent IRO scrutiny and oversight through routine recording of involvements and interventions with children, young people, their families and professional networks, recording in appropriately on Children's Services database, Mosaic
- Monitor and review the Plans for Looked After children between Reviews
- Promote participation and partnership in Review and Conferences of Parents/Children/carers

Key relationships (internal and external)

- Director Children and Families
- Head of Safeguarding, Review and Quality Assurance
- Team Managers, Social Workers and Heads of Service
- Ealing's Children in Care Council
- Partners
- Ealing Safeguarding Children Partnership (ESCP)

Authority level

- Quality Assurance function in providing overview of practice and feeding into strategic priorities for improvement in standards
- Lead role on Child Protection practice and decision making with independence from line management of casework to promote safeguarding

Quality Assurance function and independently promote safeguarding and improvement of practice and outcomes

Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Essential knowledge, skills and abilities

1. Previous deputy manager or manager level experience managing complex childcare casework.
2. Knowledge and ability to chair complex meetings involving safeguarding issues and care planning.
3. Decision making and analytical skills.
4. Skills and ability to manage risk and risk assessment.
5. Knowledge and awareness of the implementing a quality assurance framework and improving safeguarding practice.
6. Working as part of a team and to key department priorities.
7. Knowledge of and skills in working with different parts and levels of the organisation in prompting safeguarding.
8. Ability to fulfil all spoken aspects of the role with confidence through the medium of English.

Essential qualification(s) and experience

1. **Social Work qualification and valid registration with Social Work England.
2. Substantial experience of Child Protection work and child care practice.
3. Experience of formulating intervention plans to promote children's safety and wellbeing, reducing risk and improving outcomes.
4. **Experience of working in multi-agency networks, influencing practice and developing the service.
5. **Experience of delivering training and forums regarding safeguarding and child protection matters.

6. **Experience of analysing data/ management information and carrying out audits to inform practice development and strategic priorities.

7. **Experience of working with customers/children to ensure partnership and participation is maximised.

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
• Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues	• Does what they say they will do on time • Is open and honest • Treats all people fairly	• Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents	• Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures	• Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards