Cumberland Council

Post Specification

Date	**February 2023**
PG Number	**5718**
Post Title	**Independent Reviewing Officer**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD15**
Final Grade	**Grade 16**

To be read in conjunction with the job family role profile

Service Area description
Integration and Partnership
Purpose of this post
• To ensure, in relation to children in need of protection and those looked after by the local authority that in every case a comprehensive child protection plan is in place agreeing priorities to meet the child's need in relation to safeguarding • To assess the quality and effectiveness of the local authority's protection, care plans and support for children for whom they care and to be able to challenge the authority when they judge that the plan does not meet the child's need • To consult with children and ensure that the Local Authority gives due consideration to their wishes and feelings through the reviewing process • To promote the resolution of any concerns arising through the conference or reviewing process as directed by the Independent Reviewing Officer guidance.
Key job specific accountabilities
• Chairing statutory child case reviews, child protection conferences and complex strategy meetings and setting targets to monitor the progression of recommendations from these meetings • Monitor the local authority's functions by interrogating data systems and reviewing reports available from systems • To make sure the child's views and wishes have been heard and taken into account in the planning process • To provide continuity and effective oversight of individual cases and as part of this scrutiny role to challenge and advice Children's Services where plans and arrangements have not been adequately addressed. • To liaise with the professionals involved with the child to ensure that they are able to contribute to safeguarding meetings and reviews • To ensure that child protection and childcare procedures have been followed in relation to child protection processes. • To provide expert advice and relevant training to internal and external people in relation to the safeguarding and review function • To contribute to the Quality assurance of the delivery of the service by providing peer review, obtaining feedback from participants at meetings
Please note annual targets will be discussed during the appraisal process
Key facts and figures of the post

Budget Responsibilities	• None
Staff Management Responsibilities	• None
Other	• The Independent Reviewing Officer is a key role within Cumbria Children's Services and will have a central, highly visible and influential part in improving outcomes for Cumbria's most vulnerable children.

Essential Criteria - Qualifications, knowledge, experience and expertise

- Social Work Qualification and registration with the Social Care Council
- Management training qualification (Desirable)
- Expert knowledge of child protection and childcare practice. A thorough understanding of child development.
- Expert knowledge of roles and responsibilities of agencies who work with children
- Knowledge of adult learning (Desirable)
- Experience of supervising social work practitioners
- Extensive experience of chairing difficult and challenging meetings
- Experience of negotiation and influencing others
- Experience of delivering training and offering expert advice
- Evidence of having successfully conducted assessments in complex or high-risk circumstances.
- Evidence of having undertaken research in order to inform policy Development (Desirable)
- Able to manage complex situations
- Effective chairing skills
- Ability to analyse complex information
- Ability to make well-reasoned decisions
- Able to work with a high degree of independence whilst delivering service priorities
- Able to contribute to team development by contributing to peer review
- Evidence of having contributed to service planning (Desirable)

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
    - DBS Enhanced – Children

Job working circumstances

Emotional Demands	Moderate
Physical Demands	Minimal
Working Conditions	Minimal

Other Factors

Schedule 7 of the 2010 Care Planning and Review guidance lists the responsibilities of the IRO. The IRO handbook gives the role a statutory status and was fully implemented as from April 2011. The new regulations require the IRO to:

- Increase scrutiny and oversight of the child's care plan
- Increase participation of children and young people and their families
- Secure greater stability for children
- Ensure that Care plans meet court requirements
- Ensure that there are clear processes of assessment, care planning, intervention and review to improved experience and outcomes for cared for children.
- The IRO must be in a position to provide peer challenge to managers of teams.