

Independent Chair for RSCP & RSAB Appointment Description and Specification

Daily Rate: £600

Range: 45 days per year (approximately)

Main Purpose of Role

1. To safeguard and promote the welfare of children, young people and vulnerable adults in Redbridge by ensuring that both the RSCP and RSAB effectively fulfil their statutory and delegated functions, or any arising statutory or legal requirement.
2. Provide independent leadership, strategic vision, challenge and scrutiny of both the Board and Partnership and the partners working with them to ensure effectiveness.
3. Development and implementation of an Annual Business Plan for each Board, to direct the work of the Board/Partnership and Sub Groups, based on outcomes that improve safeguarding.
4. Championing safeguarding to persons and bodies within the Local Authority, through participation in strategic planning of services through accountability to the Health and Wellbeing Board and the Chief Executive Officer of the Council.
5. Commissioning Children's Practice Reviews and Safeguarding Adult Reviews, and ensuring implementation of lessons learnt across partner agencies.

Accountability

6. It is the responsibility of the Chief Executive of the Council to appoint the Independent Chair, with the support of a multi-agency panel of senior officers from key statutory partners, lay members and service users.

Main Duties and Responsibilities

7. To work closely with all RSCP and RSAB partners and the Director of People (a role which encompasses that of Director of Children's Services and hence has the responsibility within the Local Authority, under Section 18 of the Children Act 2004, for improving outcomes for children, the children's social care functions and local co-operation arrangements for children's services under Working Together 2015, and the Care and Support Statutory Guidance within the London Borough of Redbridge.
8. To develop a Business Plan for the Board and Partnership and report to the Chief Executive on the work of the Boards and its progress in relation to safeguarding children, young people and vulnerable adults in Redbridge.

9. To chair both the RSCP and RSAB meetings on a quarterly basis and any other meetings convened as a response to specific and exceptional circumstances.
10. To ensure that key issues and national developments are brought to the attention of and considered by the RSCP and RSAB.
11. To make the final decision as to whether or not notified cases meet the criteria for a Serious Adult Review (SAR).
12. To ensure sufficient budget for the management, work and support to the Boards through negotiation with partner agencies.
13. To publish an annual report for both the RSCP and the RSAB on the progress and effectiveness of the work undertaken against the Business Plans.
14. To ensure that the voice of service users, including children and young people, are heard, that they are empowered, and their views inform the work of the Boards.
15. To ensure that the work of the Boards is managed in line with the principles of promoting equality, inclusivity and respecting the diversity for children, young people and vulnerable adults in Redbridge.
16. To represent the Board and Partnership at London Region Chairs meetings.
17. To work with the Board/Partnership Manager and Team to manage the workload.

Terms and Conditions

18. The position is paid at a daily rate of £600, including any travel and subsistence incurred. Fees will be reviewed on annual basis by the Director of People.
19. It is estimated that a minimum of 45 working days per annum will be required to fulfil the requirements of the Board/Partnership and above duties.
20. Additional days can be agreed with the Director of People, subject to requirement.
21. The position will be reviewed annually through an appraisal process for the duration of the contract.

Person Specification

Knowledge

22. An in-depth knowledge of the children and adults policy agenda at national and regional levels, and how this impacts on the Boards, Partnership and other agencies at borough level.
23. A thorough knowledge and understanding of relevant legislation, research, inspection regimes, current guidance, and statutory requirements relating to safeguarding.
24. A thorough knowledge of the challenges facing agencies working with children, young people and vulnerable adults and a clear understanding of the consequent implications for safeguarding a multi-agency and multi-cultural context.
25. Knowledge and understanding of the governance arrangements for all statutory partners.

Competencies

26. Excellent demonstrable verbal and written communication and presentation skills. An ability to communicate with and manage relationships between Board member agencies, partner organisations and other stakeholders.
27. The confidence, authority and objectivity to constructively challenge practice and policies, hold agencies accountable, and direct multi-agency activity for change and improvement. Maintain an objective focus on safeguarding without bias or constraint.
28. To have strong leadership skills in order to provide vision and direction to the Boards.
29. The ability to find creative and innovative solutions to multi-agency challenges.
30. The ability to negotiate with, influence, enthuse and drive partner agencies to achieve joint safeguarding outcomes.
31. The ability to distinguish safeguarding priorities and drive partner agencies to achieve joint safeguarding outcomes.
32. The capacity to escalate issues when the need arises.
33. The experience and diplomacy to work effectively with elected members.
34. Flexibility in terms of time commitment to ensure that periods of increased activity maintain the benefit of consistent leadership.
35. A high degree of commitment and accountability and be accountable for own personal development in relation to the role of the Chair and willing to undertake training and briefing sessions as required.

Qualifications

36. Educated to post-graduate level or the equivalent through relevant work experience.
37. Holding a relevant professional qualification.

Experience

38. Experience of interpreting, analysing and monitoring information to identify priority areas for safeguarding.
39. Experience of successfully chairing complex professional meetings, leading and developing multi-agency programmes at a senior level; a proven record of having influenced and negotiated successfully at a senior level across agencies, disciplines or sectors.
40. Significant relevant experience of developing practice and improving safeguarding practice within one or more partner agencies.
41. Experience of working under pressure, to tight deadlines and of organising and prioritising workloads for self and others.

Politically Restricted Post

The Local Government and Housing Act 1989 requires the Council to designate certain posts as politically restricted. The Council has designed this post as politically restricted. This means that the Act and regulations made under it debar the appointee from engaging in certain political activities.

The following is a summary of some of the provisions of the Act and the regulations made under it.

Holding Political Office

The Act and Regulations made under it debars the appointment holder from:

- (a) Acting as an election agent or sub-agent for a candidate.
- (b) Participation in the general management of a political policy or brand of such a party or acting on behalf of a party or branch in dealings with persons other than those who are members of that party, branch or an associated Party.
- (c) Canvassing on behalf of a party or a candidate (displaying a poster in your home or in your car is specifically exempted from these restrictions).
- (d) Speaking in public or publishing work that has the apparent intention of affecting public support for a political party. If the post holder engages in these activities the council is required to enforce this term in the contract through disciplinary procedure.

There is no right to apply for exemption from political restriction as this post is a Specified Post under the Local Government and Housing Act 1989.

Disclosure and Barring Scheme (DBS) Check

The successful candidate will be required to take a DBS check. This check is necessary as the work involves dealing with or having access to children, young people and vulnerable adults.

April 2020