



Job Title: Independent Scrutineer, Birmingham Safeguarding Children Partnership

Reporting to: Chief Executive Officer, Birmingham Children's Trust on behalf of the four Lead Safeguarding Partners

Method of Assessment (M.O.A.) A. = Application Form; I = Interview; P – Presentation.

CRITERIA	ESSENTIAL	M.O.A.
Education/Qualifications	1. Academic and/or professional qualification in social or health care, education, criminal justice, or legal discipline to command professional respect within the Birmingham Safeguarding Children Partnership (BSCP).	A
Experience & Knowledge (Relevant work and other experience)	1. Experience of, and ability to, collaborate effectively partner agencies at a strategic and operational level. 2. Knowledge of legislation, guidance, current issues, and research underpinning child protection and safeguarding work. 3. Knowledge of current practice and developments in improving outcomes for children, young people, and their families. 4. Knowledge and understanding of the governance arrangements for all statutory partners. 5. Good understanding of the local strategic partnership, its current priorities and operation. 6. Experience of effectively and efficiently chairing complex professional meetings at a senior level 7. Sound knowledge & experience of the operational context of safeguarding. 8. Experience of monitoring and improving performance of safeguarding practice. 9. Experience of and commitment to effective multi-agency working to safeguard children and young people. 10. Experience of operating at a strategic level within an agency/organisation or on a multi-agency basis. 11. Commitment to children's welfare demonstrable through previous or current professional or voluntary activities.	A.I.P A.I.P A.I I A.I.P A A.I A.I A A.I A
Skills & Ability e.g. written communication skills, dealing with the public etc.	1. Skills in negotiating; sufficient to provide robust challenge and assist in resolving conflict between agencies. 2. Organisational abilities sufficient to ensure the smooth operation of the BSCP with appropriate delegation to the BSCP Partnership Business Manager. 3. Excellent communication skills and ability to speak in public; sufficient to represent the BSCP effectively to the media. 4. Ability to network and influence at a senior level within organisations, partnerships and political environments. 5. Ability to maintain an objective focus on safeguarding without bias or constraint and to distinguish safeguarding priorities from resource constraints. 6. Commitment to equality of opportunity. Ability to recognise discrimination in its many forms and	A.I I I.P I I I

	<p>willingness to address issues of diversity in all aspects of BSCP work.</p> <p>7. Ability and commitment to high standards of confidentiality both in terms of individual cases and sensitive cross organisational matters.</p> <p>8. Ability to exercise and implement sound judgement.</p> <p>9. Self-motivating and able to operate outside of single agency hierarchy structures.</p>	<p> </p> <p> </p> <p> </p>
Core Behaviours	<p>Excellence - With enthusiasm, you work to deliver a high-quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers.</p> <p>Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all.</p> <p>Trust and Respect -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others to foster an environment of mutual trust and respect.</p> <p>Working Together - You work with others to reach a common goal; sharing information, supporting colleagues, and searching out expertise and solutions from relevant partners and/or the communities we serve.</p> <p>Responsibility - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development, and you take responsibility for your actions and decisions.</p> <p>Leadership - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential.</p>	<p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p>
Other	<p>1. Commitment to engaging and working with the wider community including children and young people.</p> <p>2. Flexible in terms of time commitment to ensure that periods of increased activity maintain benefit of consistent leadership.</p>	<p> </p> <p> </p>

Birmingham Children's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All staff are expected to **understand** and be **committed** to Equal Opportunities in employment and service delivery.