LBR Children's Services

Independent Scrutineer for the Redbridge Safeguarding Children Partnership (RSCP)

Job Description and Person Specification

Date: 02 November 2026

Job Description	
Job Title:	Independent Scrutineer for the Redbridge Safeguarding Children Partnership (RSCP)
Department:	Children's Services
Function:	Redbridge Safeguarding Children Partnership (RSCP)
Team:	Chief Executive
Post number:	[To be confirmed by HR]
Grade:	Officer 101 – No grade
Hours/weeks:	3 days per month/7.2 hours per day (£600 per day)
Base location:	Remote working/locations in LB Redbridge
Reports to:	LBR Chief Executive (in the local authority structure) on behalf of the Lead Safeguarding Partners (LSPs). The Independent Scrutineer is accountable to the RSCP and LSPs and Delegated Safeguarding Partners (DSPs) for the effectiveness of their work as a scrutineer.
Responsible for:	No direct reports.

Role purpose and role dimensions:	The Independent Scrutineer provides evidence-based independent scrutiny, challenge and strategic leadership for the Redbridge Safeguarding Children Partnership (RSCP). The postholder will ensure safeguarding arrangements effectively safeguard and promote the wellbeing of children and that statutory safeguarding partners fulfil their responsibilities under Working Together to Safeguard Children and the Children and Social Work Act 2017, and in line with the published multi-agency safeguarding arrangements (MASA), and RSCP Statement of Vision and Values. The role champions partnership working across the safeguarding system, ensuring strong connections with the Redbridge Safeguarding Adults Board (RSAB) and wider strategic partnerships, including the Redbridge Community Safety Partnership (CSP). Key responsibilities and functions (based on Working Together to Safeguard Children 2026) are: • Delivery of rigorous independent scrutiny of safeguarding arrangements through a range of methods to provide assurance to the multi-agency safeguarding children system. • Hold safeguarding partners (Lead Safeguarding Partners (LSPs))/Delegated Safeguarding Partners (DSPs) accountable for fulfilling statutory duties. • Delivery of the annual RSCP Scrutiny Report for publication. • Oversee Rapid Reviews, local Child Safeguarding Practice Reviews (CSPRs) and Local Learning Reviews (LLRs), and implementation of learning. • Promote whole-family and contextual safeguarding approaches. • Champion effective safeguarding pathways for adolescents and young adults • Ensure the lived experiences of children, young people and families influence the work of the RSCP, within the ethos of Child Friendly Redbridge. • Promotion of strategic alignment and collaboration with other strategic partnerships. • Act as an ambassador and spokesperson for the RSCP at regional and national networks and with the London Safeguarding Children Partnership (LSCP) and the Child Safeguarding Practice Review (CSPR) Panel. • Provide independent advice when there are disagreements between agencies and safeguarding partners and facilitate escalation procedures. • Contribute to, support and evaluate multi-agency safeguarding published arrangements, and feed into wider accountability systems such as inspections. • Lead of multi-agency audits as appropriate. • Chair multi-agency safeguarding meetings as requested by the statutory partners.
Key external contacts:	The role involves liaison with senior leaders across partner agencies including the Police, NHS North East London (NEL) Integrated Care Board (ICB), health providers and the voluntary and community sector, appropriately advising, influencing, engaging in discussions and providing professional challenge.

Key internal contacts:	A wide range of internal contacts across key services in the Local Authority including Children's Services, Community Safety, and Housing at a senior leadership level and at operational level. This will include the Elected Member for Children and Young People and the Independent Chair of the RSAB.
Financial dimensions:	The role has no direct budgetary responsibilities but has a role in encouraging partners to provide sufficient resources to enable the RSCP to fulfil its statutory duties and support any grant funded work. It will help ensure that the most effective and efficient use of the RSCP budget and identify any opportunities for additional grant funding.
Key areas for decision making:	The role of scrutiny for SCPs is detailed in Working Together to Safeguard Children 2026 (sections 95 - 103, pages 36 – 37). The role scrutinises the decision making of the safeguarding partners and supports as a 'critical friend' providing opportunities for communication and reflection between frontline practitioners and leaders to encourage and enable strong clear strategic leadership.
Other considerations:	There is a requirement to work flexibly in line with meeting schedules and demands.

Key accountabilities and result areas:	
Independent Oversight and Scrutiny	• Provision of impartial and independent evidence-informed scrutiny of safeguarding children arrangements. • Ensuring residents' insights inform the work of the RSCP. • Provision of strategic advice, critical challenge and moderation in relation to all aspects of the RSCP and wider partner activities as appropriate, ensuring that these improve outcomes for children and their families. • Support with RSCP business planning, priority setting, etc. • Oversight of the RSCP activities to ensure compliance with statutory requirements including change programmes. • Identifying the need for changing priorities, drivers and anticipating need through horizon-scanning. • The capacity to respond positively to change is promoted alongside new and innovative ways of working. • Driving culture and practice changes that can be sustained. • Being a conduit through which best practice is identified, shared and promoted.
Challenge and Accountability	• Ensuring that partner agencies are held accountable, are transparent in their actions and meet their safeguarding responsibilities. • Identifying as appropriate any areas for development at a strategic and operational level, supporting resolution of any deficiencies. • The role is accountable to the LSPs through the DSPs.

Promotion of Effective Partnership Working	• Supporting agencies to work effectively together to safeguard and promote the wellbeing of children and leading multi-agency collaboration. • Ensuring strategic programmes, projects or partnership initiatives are effectively implemented. • Demonstration of innovative approaches and responses in relation to the discharging of statutory functions. • Ensuring multi-agency meetings are effective and drive forward RSCP business. • Ensuring the RSCP is represented on relevant local, regional and national forums.
Annual Reporting and Recommendations	• Meaningful analysis of the effectiveness of safeguarding arrangements. • Areas for development or improvement in safeguarding practice are identified. • Governance frameworks have clear accountabilities and effectiveness is measurable. • Robust performance and quality management systems and procedures are in place and meet all requirements. • Development and presentation of the RSCP Annual Scrutiny Report.
General accountabilities and responsibilities (in line with Local Authority appointments):	
Green Statement	**This will involve:** ▪ Seeking opportunities for contributing to sustainable development of the borough, in accordance with the Council's commitment to making Redbridge a cleaner, greener place to live. In particular, demonstrating good environmental practice (such as energy efficiency, use of sustainable materials, sustainable transport, recycling and waste reduction) in your job.
Data Protection/ Confidentiality	**This will involve:** ▪ Complying with the Data Protection Act 1998 – treating all information acquired through your employment, both formally and informally, in strict confidence and in accordance with Caldicott principles. ▪ Complying with the Code of Conduct, other practice guidelines and the rules and protocols defining employees' access to and use of the Council's databases and systems. Any breaches could result in disciplinary measures. ▪ Maintaining client records and archive systems in accordance with departmental procedure, policy and statutory requirements.

Conduct and Whistleblowing	**This will involve:** ▪ Complying with the requirements of the Code of Conduct and maintaining high standards of personal conduct, honesty and integrity. You have a duty to raise any impropriety or breach of procedure to the appropriate level of management. Employees making such disclosures (whistleblowing) are protected and may make them without fear of recrimination.
Safer Working	**This will involve:** ▪ Commitment to safeguarding and promoting the welfare of children, young people and adults at risk. Where you work in such a post the Council will require a DBS Disclosure check and references will be taken up prior to interview.
Equalities	**This will involve:** ▪ Complying with the Council's strong commitment to achieving equality of opportunity and outcomes in its services to the community and in the employment of people. You are expected to understand, comply with and promote Council policies in your work, to undertake any appropriate training and to challenge any prejudice and discrimination.
Customer Care	**This will involve:** ▪ Complying with corporate and service area customer service standards and promoting the development of high quality, individualised and customer-led services.
Health and Safety	**This will involve:** ▪ Being responsible for your own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.
To contribute as an effective and collaborative member of the team	**This will involve:** ▪ Taking responsibility for continuing self-development and participating in training and development activities. ▪ Participating in the ongoing development, implementation and monitoring of the service plans. ▪ Supporting and contributing to value for money, service efficiencies and improvements.

Flexibility	**This will involve:** ▪ The above-mentioned duties are neither exclusive nor exhaustive. From time to time, you may be required to undertake responsibilities outside the normal remit of your Job Description as required by the line manager and are broadly within the grading level and competence.

Person Specification			
Job Title:	Redbridge Safeguarding Children Partnership (RSCP) Independent Scrutineer		
Method of candidate assessment: A = Application form; I = Interview; T = Test *Weighting: 3 = most important; 2 = least important*		A - I – T	Weighting

Minimum education/ qualifications:	*Knowledge:*		
	• In depth knowledge of legislation, guidance, research and good practice, including of practice models, and trauma-informed approaches in relation to safeguarding children.	A-I-T	3
	• Strong understanding of governance frameworks, risk management, and quality assurance processes in safeguarding arrangements.	A-I-T	3
	• Knowledge of the principles of auditing and assessing practice and a practical understanding of how to apply them in a multi-agency context.	A-I-T	3
	• Demonstrable understanding of the importance of managing sensitive and confidential material.	A-I	3
	Skills:		
	• Proven ability to challenge and hold organisations to account in safeguarding matters, ensuring improved outcomes for children and adults.	A-I-T	3
	• Excellent communication, with strong verbal, written and presentational skills.	A-I-T	3
	• Excellent interpersonal skills, with the ability to manage relationships between a wide range of agencies, fostering strong working relationships through negotiating, influencing, enthusing and driving partner agencies to achieve excellent safeguarding outcomes.	A-I-T	3
	• Sound judgment, with a commitment to making decisions that put the protection and wellbeing of children first.	A-I-T	3
	• Demonstrable confidence, authority and objectivity to challenge practices and policies, hold agencies accountable and direct multi-agency activity for change and improvement.	A-I-T	3
	• Well-developed demonstrable IT skills.	A	2

	Experience: • Senior leadership or independent scrutiny role, particularly in multi-agency partnership settings. • Leadership/ senior management within the context of safeguarding children and / or adults at risk in either social care, education, health, police, probation, voluntary or academic sectors. • Extensive experience of working within safeguarding, either in an adult or children's safeguarding context, with a clear understanding of statutory frameworks, national guidance, and best practice.	A-I-T A-I-T A-I-T	3 3 3

	• Proven track record of a robust and effective approach to performance management that has resulted in the delivery of improved outcomes.	A-I-T	3
	• Experience of interpreting and analysing data / monitoring information.	A-I-T	3
	• Experience of chairing multi-disciplinary, multi-agency meetings and leading complex decision-making processes and programmes	A-I-T	3
	• Proven ability to work with and for diverse communities, including a clear vision of how equality of opportunity should be applied in a Redbridge context alongside demonstration of cultural humility.	A-I-T	3
	• A commitment to actively promoting equality, diversity, and inclusion in all aspects of safeguarding practice.	A-I-T	3
	• A track record of having engaged, influenced and negotiated successfully at a senior level across agencies, disciplines or sectors.	A-I-T	3
	• Experience in undertaking or overseeing Local Child Safeguarding Practice Reviews (CSPRs) and other case reviews.	A-I	3
	• Knowledge of the wider health, social care, and criminal justice systems and how they intersect with safeguarding.	A-I	3
	• A thorough knowledge of the challenges facing agencies working with residents, and a clear understanding of the consequent implications for safeguarding in a multi-agency context.	A-I-T	2
	• Experience in public speaking, media relations, and engaging with a wide range of audiences.	A-I-T	2
Indicative Qualifications:	Educated to degree level and/or with equivalent experience or professional qualification in social or health care, education or law.	A-I	3