Redbridge Safeguarding Adults

London Borough of Redbridge

LBR Adult Social Care

Independent Chair for the Redbridge Safeguarding Adults Board (RSAB)

Job Description and Person Specification

Date: 02 November 2026

Job Description	
Job Title:	Independent Chair for the Redbridge Safeguarding Adults Board (RSAB)
Department:	Adult Social Care
Function:	Redbridge Safeguarding Adults Board (RSAB)
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 (on the Local Authority structure) and is accountable RSAB Executive and partner agencies.
Responsible for:	No direct reports.
Role purpose and role dimensions:	The Independent Chair provides strategic leadership, independent scrutiny and assurance for the Redbridge Safeguarding Adults Board (RSAB), ensuring the Board fulfils its statutory responsibilities under the Care Act 2014. The postholder will promote effective multi-agency safeguarding arrangements that protect adults with care and support needs from abuse and neglect and improve safeguarding outcomes across the safeguarding adults system in Redbridge. The Independent Chair will lead strong strategic alignment between the RSAB, Redbridge Safeguarding Children Partnership (RSCP), and the Community Safety Partnership, promoting a life-course approach to safeguarding and ensuring effective arrangements are in place for young people transitioning to adulthood. Key Responsibilities: • Provide independent leadership and direction to the RSAB. • Lead development and delivery of the SAB Strategic Plan and Annual Report. • Ensure the Board discharges its statutory duties under the Care Act 2014, including oversight of Safeguarding Adults Reviews (SARs) and implementation of learning • Promote joint working between across partner organisations working with adults at risk. • Identify through horizon scanning and analysis of data emerging safeguarding risks and lead the RSAB response. • Act as an ambassador and spokesperson for the RSAB at regional and national networks and with the London Safeguarding Adult Partnership (LSAP) and the National Adult Safeguarding Board.

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. There will also be engagement with Independent Chairs in other SABs and with the National SAB.
Key internal contacts:	A wide range of internal contacts across key services in the Local Authority including Adult Social Care, Community Safety, and Housing at a senior leadership level and at operational level. This will include the Elected Member for Adult Social Care and Health and the RSCP Independent Scrutineer.
Financial dimensions:	The role has no direct budgetary responsibilities but will have a role in encouraging partners to provide sufficient resources to enable the Board to fulfil its statutory duties. It will also be required to ensure that the RSAB budget is used both effectively and efficiently, with any potential additional grant funding identified.
Key areas for decision making:	The Independent Chair will have a scrutiny role in which they will view and comment on relevant areas of strategic and operational practice, including decision-making by Board partners, providing evidence-informed challenge and holding partners to account, both collectively and individually as required.
Other considerations:	There is a requirement to work flexibly in line with meeting schedules and demands.

Key accountabilities and result areas:	
Strategic Leadership and Governance	• Provide visible leadership and direction to the Board, including strategic advice, professional challenge and moderation in relation to all aspects of the Board and wider partner activities, as appropriate. • Work alongside key statutory partners through the RSAB Executive which is responsible for providing overall strategic guidance and direction. • Ensure compliance with legislative and statutory requirements, guidance and ensuring best practice is identified, shared and promoted. • Lead development and delivery of the Strategic Plan and Annual Business Plan, ensuring activity is driven to meet strategic objectives which improve resident outcomes. • Ensure robust governance, assurance, and performance management frameworks are in place, enabling necessary changes to culture and practice to be made and sustained. • Ensure resources are effectively and efficiently deployed to achieve the Board and wider partner objectives. • Develop the RSAB Annual Report in collaboration with RSAB members.
Board Effectiveness and Partnership Working	• Chair Board meetings effectively and ensure clear actions and follow-up, enabling partner agencies to be accountable for their actions. • Promote a culture of collaboration, openness, innovation, and constructive challenge. • Ensure active engagement and accountability of all partners. • Develop strong relationships across statutory, voluntary and community sectors. • Review RSAB membership and structure to maintain effectiveness. • Work with the RSAB management arrangements to ensure effective administration and planning. • Oversee budgets and resource use where applicable. • Ensure timely delivery of RSAB priorities and statutory outputs.

Independent Safeguarding Oversight, Scrutiny and Assurance	• Provide impartial and independent scrutiny, and meaningful analysis of safeguarding arrangements. • Ensure the Board effectively monitors safeguarding practice and outcomes, with areas for development or improvement in safeguarding practice identified. • Lead or oversee Safeguarding Adults Reviews (SARs) and ensure learning is implemented. • Ensure findings from reviews inform policy, practice, training and development. • Maintain oversight of risk and mitigations, quality assurance, and performance data. • Ensure organisations are held to account for safeguarding responsibilities and multi-agency collaboration works as intended. • Provide independent arbitration where conflicts arise. • Offer constructive challenge to partners and systems. • Ensure decisions are transparent, evidence-based, and in the public interest.
Promoting Making Safeguarding Personal	• Ensure the RSAB embeds person-centred, outcome-focused safeguarding practice, through a trauma-informed lens. • Promote the voice of adults with care and support needs, their carers and families. • Champion the seven principles of safeguarding adults i.e. empowerment, prevention, reducing inequality, proportionality, protection, partnership and collaboration and accountability.
Public Accountability and Representation	• Act as the public spokesperson for the RSAB. • Promote awareness of safeguarding across the community. • Represent the RSAB at local, regional and national forums. • Maintain links with other SABs, the RSCP and the Redbridge CSP. • Be an active Member of the Health & Wellbeing Board.
General accountabilities and responsibilities (in line with all appointments to the Local Authority):	
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 .
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 your grading level and competence.

Person Specification			
Job Title:	Redbridge Safeguarding Adults Board (RSAB) - Independent Chair		
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 in relation to safeguarding adults.	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, safeguarding context.	A-I-T	3
	• A 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 needs and safety of adults and 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
	• Excellent IT skills	A	2

	Experience: • Senior leadership or independent scrutiny role, particularly in partnership settings.	A-I	3
	• Leadership/senior management within the context of safeguarding adults at risk in either social care, education, health, police, probation, voluntary or academic sectors.	A-I-T	3
	• 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	3
	• Proven track record of a robust and effective approach to performance management that has resulted in the delivery of improved outcomes.	A-I	3
	• Experience of interpreting and analysing data / monitoring information.	A-I	2
	• Experience of chairing multi-disciplinary, multi-agency meetings and leading complex decision-making processes and programmes	A-I	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.	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	3
	• Professional qualifications in social work, law, or relevant experience in safeguarding disciplines.	A	3
	• Experience in undertaking or overseeing Safeguarding Adult Reviews (SARs).	A-I	3
	• Knowledge of the wider health, social care, and criminal justice systems and how they intersect with safeguarding.	A-I-T	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	3
	• Experience in public speaking, media relations, and engaging with a wide range of audiences.	A-I-T	2
Indicative Qualification	Educated to degree level and/or with equivalent experience or qualification in social or health care, education or law.	A-I	3