

**Role Title: Independent Reviewing Officer**  
**Salary: PO5 £47,754 - £50,788 + £2000 Market Supplement**  
**Location: Bradford, Sir Henry Mitchell House**  
**Report to: IRO Team Manager for Safeguarding and Reviewing**

## About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

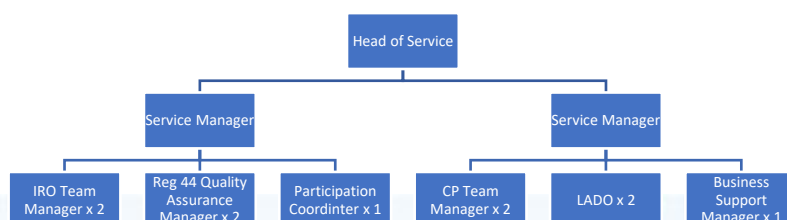
**Our vision:** For all children and young people in Bradford to be safe and able to realise their full potential.

**Our purpose:** To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

## Safeguarding & Reviewing Service Overview

The role sits within the Safeguarding & Reviewing service which is comprised as set out below.



## Role Summary

The role requires the individual provide independent monitoring and scrutiny of the care plans for children in care, ensuring appropriate and timely decision-making, the timely progression of plans and the provision of high quality care.

IROs work with children, families, social workers and other partners to achieve the best outcomes for children in care, bringing challenge and support to the work of social workers, managers and partners as required to raise the standard of care planning for all children in care.

The role requires quality assurance and, when required, appropriate challenge of the work of the Trust and other agencies to drive improvements in practice.

The role also seeks to manage social work resources efficiently and effectively, prioritising need and working cooperatively within the Trust.

## Main Duties and Responsibilities

1. To ensure that each Child in Care review takes place in accordance with statutory timescales, regulations, guidance and departmental procedures; this will include reviewing short break arrangements for children with disabilities and / or complex needs.
2. To support and challenge practitioners and managers within the council and external agencies to ensure the effectiveness of the review and care planning process to ensure that there is no drift or delay in achieving permanence for all children in care in Bradford.
3. To produce timely outcome-focused recommendations and reports after each review which clearly set out how the care plan is being implemented, the actions that are required to meet the child's needs and achieve the care plan, ensuring that timescales specified are being adhered to.
4. To ensure that all reviews are child-focused and inclusive to promote best outcomes; representing the voice of the child in reviews even if children or young people do not attend. This includes access to representation and advocacy services.
5. To ensure that children and young people are made aware of complaints procedures and how to access support if they are not happy with the service they are receiving.
6. To ensure and evidence that the wishes and views of children and young people are heard and understood and considered at their review. When a child or a young person wishes to issue their own



legal proceedings, to assist the child / young person in obtaining independent legal advice and assistance.

7. To ensure that parents and families are provided with the opportunity to partake in reviews to represent their voices.
8. To contribute to the evaluation of the monitoring of practice standards and drive improvements in practice by auditing cases for looked after children to enable evaluation of services available to children in care in Bradford; this will include ensuring that drift and delay is appropriately addressed.
9. To maintain and establish effective liaison with multi agency partners to ensure that services are working together to meet duties to children in care.
10. To offer expert advice, support, consultation and mediation on practice issues when necessary to Children's Services staff in individual cases.
11. To work confidently and constructively with senior managers, offering a critical perspective and appropriate challenge and to seek legal remedies if the local Authority fails in its duties.
12. To collate information arising from reviews relating to practice, service development and inter-agency participation and collaboration, as requested by the Service Manager.
13. To quality assure financial and resource provision for children in care, ensuring that it is providing the required service and meeting the needs of the child / young person.
14. To design and be involved in the facilitation of training programmes for practitioners and managers from all agencies involved in safeguarding children.

## Experience

To have experience and a practical understanding of assessment and appropriate planning in relation to children and families.

To have the ability to plan, prioritise and manage a workload while maintaining a high standard of quality and working under time constraints

Representing and acting as an advocate for children and young people, demonstrating negotiation skills to ensure required outcomes are met.

Providing supervision and or guidance especially around effectively managing risks to children.

Extensive experience of working with children in situations where safeguarding is an issue.



To have the ability to apply safeguarding practices and promote the welfare of the child recognising and respond to harm or abuse proportionately, assessing risks and emotional resilience and making informed judgements, acting within local procedures, arrangements and resources.

To have excellent knowledge and understanding of relevant legislation and guidance.

Professional confidence and ability to work constructively with senior managers offering a critical perspective and appropriate challenge and escalation.

To have experience and understanding of quality assurance systems and experience of delivering quality assurance.

Demonstrate ability to produce reports which are clear, meet the target audience requirements and have SMART recommendations.

Recognised Social Work Qualification

Registered with Social Work England

