

Role Title: Independent Reviewing Officer Team Manager
Salary: PO6 £51,356- £54,495+ £2000 Market Supplement
Location: Bradford, Sir Henry Mitchell House
Report to: Service 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.

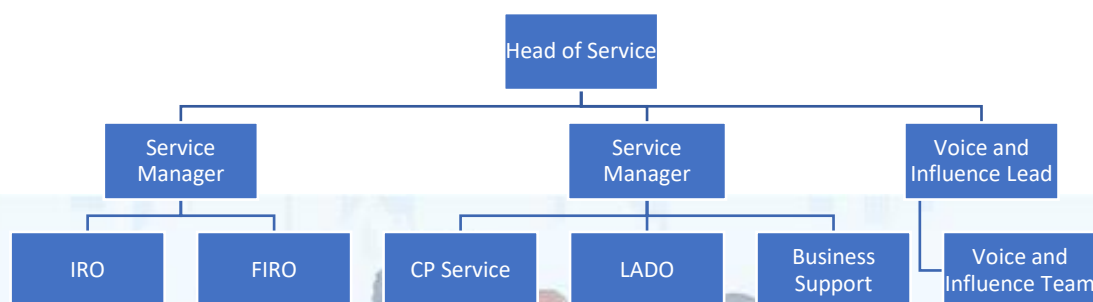
Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

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 management of IROs to 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.

The manager has a central responsibility for driving the IRO service in Bradford to ensure that practice is effective, permanence is secured for children in a timely manner and that Bradford is aspirational for children.

The manager is required to ensure they understand and use data to provide oversight of the practice of IROs, have an impact of drift and delay and ensure that IROs deliver a robust, restorative and effective service.

The manager drive 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 lead a busy team of IRO's ensuring that a timely, high quality reviewing service is consistently delivered across the population of children and young people in care; by being able to communicate effectively with the team and provide a clear vision of service priorities.
2. The manager needs expert knowledge and experience of the systems for children in care and be professionally confident and competent in challenging standards of care and practice.
3. The manager needs to ensure that all the key elements of the IRO handbook, and any other regulations or guidance are fully incorporated into the practice of the IRO service.
4. The manager needs to ensure that all review meetings are conducted in a manner appropriate to the child, that they have been consulted and supported as far as possible to play an active role in the reviewing process.
5. The manager needs to ensure via observation, supervision and individual appraisal that each IRO has the appropriate knowledge and expertise to conduct review meetings in an effective way and can consistently recognise the care planning needs of individual children.
6. The manager needs to ensure that IROs pursue a rigorous approach to setting key actions in children's reviews and closely track their delivery. There needs to be focus on permanence planning and the avoidance of delay.



7. The manager should ensure that the size of the caseloads enables each IRO to comply with primary legislation, the Regulations and relevant guidance to achieve the outcomes for every child in care after that a conscientious and caring parent would seek for their own children.
8. To oversee the quality assurance systems and carry out audits to ensure compliance with standards in relation to children in care. This involves understanding and presenting monitoring reports to senior managers as required.
9. To oversee challenge and resolution process to meet the needs of children in care; including challenging senior managers as required.
10. The manager has responsibility to produce an annual report which should be presented to both the Corporate Parenting Panel and the Children in Care & Care Leavers Council. This report should identify good practice but should also be clear areas where improvement is required. This report should follow the format as laid out in relevant regulations and any subsequent guidance. 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.
11. The manager needs to be able to represent the management team at regional forums and other events to ensure that IRO practice in Bradford is informed by developments and innovations in other authorities.
12. The manger has the responsibility in conjunction with the Head of Service and Service Manager to ensure that the IRO service deliver a high standard of service and is prepared for future inspections.
13. To develop and maintain effective partnership working across the statutory and voluntary agencies, as well as the Safeguarding Partnership Board to promote good practice and promote good outcomes for children.
14. To contribute to designing and facilitating training programmes for practitioners across the service.

Experience

Experience of managing performance, setting and monitoring standards and challenging poor performance.

Experience of ensuring that the voice of the child is promoted to influence planning to achieve good outcomes.

Extensive experience of safeguarding children and young people.

Experience and understanding of quality assurance systems and experience of delivering quality assurance.



Experience of Management/Supervision in Children's Social Care or a relevant service

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

Commitment to practice that promotes equality and diversity and challenges behaviour and practice which is oppressive and/or discriminatory.

Proven ability to work with a range of professional agency partners and establish effective working relationships.

Recognised Social Work Qualification

Registered with Social Work England

