

Job Capsule Supplementary Information: Independent Reviewing Officer (LAC Lead)

This supplementary information for Independent Reviewing Officer (LAC Lead) is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care at Level 5 Zone 1

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

The Independent Reviewing Officer (IRO) has a key role in developing and improving professional standards on care planning for children. Also the IRO will play a key role in scrutinising and challenging at all levels the quality of practice, care planning and decision making for Looked After Children and to promote best outcomes in line with Camden's New Ways of Working.

The IRO will hold a full case load, chair LAC reviews and attend other meetings around care planning for the child, as well as being expected to chair CIN reviews and child protection conferences as required.

Example outcomes or objectives that this role will deliver:

- To act as lead officer for child protection work in Family services and Social work and contribute to the development of high quality child protection practices which meets performance targets set both nationally and locally.
- To lead on chairing child protection conferences and to chair child care and CIN reviews as required
- To contribute to the development of good, consistent and effective Child protection practice that meets children's needs, legal responsibilities and departmental requirements
- To contribute to the development of policy and good practice for children in need of protection
- To lead on agencies and professionals working well together to safeguard children in need of protection
- To challenge and scrutinise with a view to promoting excellent practice that will promote best outcomes for children in need of protection
- Identify training needs and assist in the development and delivery of training programmes.

People Management Responsibilities:

None

Relationships;

Key contacts are likely to include:

- Boards
- Safeguarding Board members
- Health Authorities
- Government departments and agencies
- Voluntary and independent agencies
- Service heads within the directorate
- The Directorate Management Team
- Officers across the council
- Officers in other local authorities, London-wide bodies and central Government departments
- Other public agencies
- The post holder will be dealing with situations where the content and outcome may not be straightforward. They will be required to make decisions on their own workload on a regular basis and assist colleagues in problem solving and achieving desired outcomes.

Work Environment:

The position is office based and the post holder will work across Camden's offices at 5 Pancras Square, The Crowndale Centre and Vadnie Bish House or other appropriate locations as required.

Technical Knowledge and Experience:

- CQSW or equivalent, specific training undertaken in child protection, independent reviewing of children looked after and working with Children In Need with at least five / seven years post qualifying experience.
- Registration held with the HCPC.
- Experience of social work supervision within a management setting
- Post qualifying advanced training in the whole spectrum of child care work
- Significant experience in chairing Child Care planning meetings and other complex meetings.
- Experience of working with children and families, including child protection work in a multi-racial urban community.
- Experience of staff supervision.
- Knowledge and understanding of child care legislation.
- Knowledge of the significant issues in the management of child care planning
- Knowledge of new policy and practice developments in child care practice, guidance and policy development
- An understanding of the implications of Health and Safety legislation.

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility