

Directorate:	Strategic and Corporate Services
Unit/Section:	Strategy, Policy, Relationships and Corporate Assurance
Grade:	KR11
Responsible to:	KSCMP System Improvement Manager

Purpose of the Job:

The purpose of this role is to lead on the child safeguarding practice review process. The postholder will manage the transit of cases escalated to the national Child Safeguarding Practice Review Panel, oversee the process of Local Child Safeguarding Practice Reviews and lead on the effective dissemination of learning from other serious child safeguarding cases in order to continuously strengthen and improve Kent's safeguarding system.

The role requires a good working knowledge of safeguarding practice. The postholder will have the ability to work autonomously and will be able to analyse information to effectively translate any learning obtained into tools to improve practice. The Practice Review Manager will achieve results by liaising effectively with multi-agency partners and working closely with other members of the Partnership Team and the Independent Scrutineer.

Main duties and responsibilities:

1. Oversee the practice review process including management of Rapid Reviews, collation of chronologies and preparing letters for the Child Safeguarding Practice Review Panel. The postholder will oversee the KSCMP Action Plan, which draws together the actions from all reviews to ensure they are being progressed by partner agencies.
2. Lead and coordinate Local Child Safeguarding Practice Reviews to ensure learning from serious child safeguarding cases is being extracted and effectively disseminated. The postholder will analyse and evaluate learning to identify the central lessons and themes for development that will aid improvements across the safeguarding system.
3. The postholder will be required to convene conferences to disseminate learning, organise learning events and compose briefings and quick reference guides for circulation to partners.
4. The postholder will also be responsible for designing tools to effectively monitor the impact of the changes. This will determine whether the partnership is doing the right things at the right times to make the greatest difference.
5. The postholder will 'horizon scan' national and local learning whilst supporting understanding and improvement of local processes/systems. This will benefit the Safeguarding Partnership and support Kent's contributions towards national discussions in relation to effective multiagency safeguarding of children.
6. The postholder will communicate and present complex information in a manner accessible to all partners and to present this information to a range of audiences in a variety of settings.

7. The postholder will work collaboratively as part of the partnership team, providing advice and being the expert point of contact for practice reviews, sharing knowledge and maintaining (their own) professional development to ensure knowledge remains relevant.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: *KSCMP Practice Review Manager*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Degree in Social Work or relevant professional experience Evidence of continuous professional development
EXPERIENCE	Experience of the child safeguarding system and of working in a multi-agency arena Experience of project management and the ability to deliver outcomes within tight deadlines
SKILLS AND ABILITIES	Ability to use analysis to identify key patterns and trends and to assess different tools that could be used as a result to improve child safeguarding High level of organisational skills and good report writing skills Skilled in the presentation of complex information to an array of audiences, some of which are non-specialist Ability to be flexible in approach adapting to emerging priorities Ability to apply an evidence base and reflect on practice Able to work collaboratively with partners and team members to provide relevant and high-quality contributions that influences to decision making Able to work with the minimum of supervision seeking professional consultation as required
KNOWLEDGE	Understanding of the safeguarding system Expert and extensive knowledge in a range of techniques to capture, analyse and evaluate data and information accurately
BEHAVIOURS AND KENT VALUES	Kent Values: Open Invite Contribution and Challenge Accountable <ul style="list-style-type: none">• We are brave. We do the right thing, we accept and offer challenge

	<ul style="list-style-type: none">• We are curious to innovate and improve• We are compassionate, understanding and respectful to all• We are strong together by sharing knowledge• We are all responsible for the difference we make <p>Our cultural attributes:</p> <ul style="list-style-type: none">• Compassionate & inclusive• Working together – building and delivering for the best interests of KCC• Externally focused – residents, families and communities at the heart of decision making• Flexible/agile – willing to take (calculated) risks• Empowering – our people take accountability for their decisions and actions• Curious – constantly learning and evolving
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