



Department
for Education

Member of the Child Safeguarding Practice Review Panel (CSPRP)

Information pack



WELCOME



Thank you for your interest in becoming a member of the independent Child Safeguarding Practice Review Panel (the Panel).

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No public service is more important than safeguarding and promoting children's welfare. Whenever a child cries out for help, they rely on the adults around them to do the right thing and take the right action.

When a tragedy or near miss does happen, it's vital we learn the lessons from those cases. No child should suffer harm, abuse or neglect, and reducing this is the Panel's primary focus.

When a child dies, or is seriously harmed, it is important to review the practice of all agencies involved in the life of the child and family to reflect on what that practice tells us about the protection and support offered. Critically, through systematic review, we can build a picture of child protection practice more generally, highlighting repeat practice themes, and focus on what needs to change.

Operational since June 2018, the Panel is accountable to me as Secretary of State for Education but has its own statutory powers, independent of Government and makes its own decisions. The Panel reviews all cases where children die or are seriously harmed and abuse or neglect is known or suspected to see the learning that can be drawn from them. It has the power to commission national reviews of serious child safeguarding cases which they believe are particularly complex or of national importance. Improvements identified by the Panel's national reviews help those working with children to better safeguard and promote children's welfare.

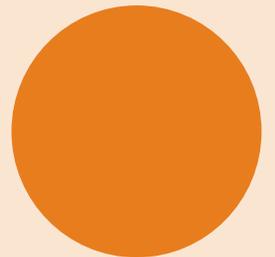
Further information on the Panel and its work can be found [here](#)

My Department is focused on equality of opportunity and I particularly welcome applications from women, people with disabilities, LGBT+ candidates and those from Black, Asian and minority ethnic backgrounds. The Panel should reflect the diversity of the children and families its work helps protect so we genuinely hope those from all backgrounds will consider applying to join the Panel.

If you have the skills and experience to make sound judgements on complex situations affecting children's lives, I urge you to apply for this role.

Yours sincerely,

Rt Hon Gavin Williamson CBE MP
Secretary of State for Education



ABOUT THE ROLE

MEMBERS OF THE CHILD SAFEGUARDING PRACTICE REVIEW PANEL

The Panel currently consists of a Chair, the Chief Social Worker for Children and Families and six other members from across those professions involved in child safeguarding. This recruitment exercise seeks to appoint up to 8 Panel members to succeed current members, with appointment starting between July and November 21.

We intend those recruited should include individuals with relevant sector experience, including from the three safeguarding partners (local authority, police and health). However, Members will be appointed to fill these roles as individuals acting in the public interest and not as representatives of their particular profession, employer or interest group.

All those recruited will need to understand the importance of listening to the voice experience of the child in child safeguarding cases.

We are keen to ensure the Panel has a diversity of expertise, so not all those recruited must have sector experience. **In order to recruit a Panel with a balance of expertise, we welcome a truly diverse range of applicants with different backgrounds and experience.**

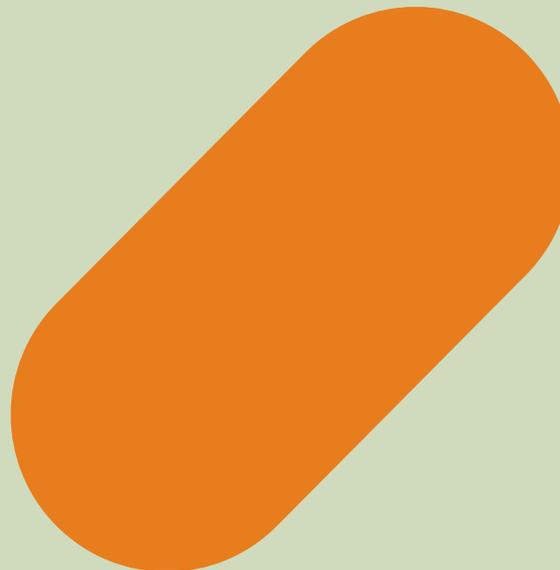
New Panel members will be supported during their initial period with the Panel by both the Chair and Panel Secretariat. This includes introductory conversations with the Chair and support from the Secretariat to understand Panel processes and procedures.

ROLE DESCRIPTION

Under leadership of the Chair, Panel members are responsible for looking at serious child safeguarding cases notified to the Panel to determine whether learning could be identified through further analysis or a national review. Responsibilities include leading reviews, supervising fieldwork, undertaking analysis and other activity supporting the Panel's remit. Lastly members are responsible for supporting the dissemination of learning identified by the Panel to those involved in child safeguarding.

KEY RESPONSIBILITIES

- Drawing on your professional expertise and experience to contribute to Panel decisions and analysis of cases at biweekly Panel meetings.
- Ensuring the Panel's reviews identify any improvements that should be made by safeguarding partners or others to safeguard and promote the welfare of children.
- Leading Panel reviews and other analytical activity supporting the Panel's role and remit.
- Supporting the dissemination of learning identified by the Panel.
- To build and maintain positive relationships with multi-agency safeguarding partners and practitioners so that up to date understanding of child safeguarding and practice challenges informs your contribution to Panel debate and decisions.



WHO WE'RE LOOKING FOR

We want to ensure a diverse panel membership so are looking applicants from a wide range of backgrounds.

Successful applicants will demonstrate the ability to: work collaboratively; critically analyse and synthesise evidence; draw on professional experience and knowledge in decision making; communicate effectively and confidently deal with difficult and sensitive situations.

The right candidate will also demonstrate a strong understanding of the multi-agency child safeguarding system.

Applicants will be assessed against the following criteria. In your application you should demonstrate clearly how you meet each of the following essential criteria for this post. Please don't hesitate to draw on the full diversity of your experience as part of this.

ESSENTIAL CRITERIA

- Strong interpersonal skills, including the ability to work collaboratively and effectively with others in a professional decision making committee or forum, constructively contributing to discussions, negotiating between conflicting opinions and values and generating options to reach consensus.
- The ability to objectively and critically analyse, synthesise and evaluate evidence from diverse sources and identify key issues, learning and messages.
- Being a skilled communicator and influencer, who can communicate their views or Panel messages concisely and clearly to others, including panel members, other professionals and stakeholders.
- The ability and confidence to deal with difficult situations sensitively.
- The ability and confidence to make and be accountable for impartial, effective and timely decisions using professional experience and knowledge.
- Knowledge and understanding of how the child safeguarding system operates and the challenges the system faces.



EQUALITY AND DIVERSITY

The Department is focused on equality of opportunity and is committed to ensuring that public appointments better represent the views of the communities which they serve. We particularly encourage applicants from underrepresented groups, those based outside London and the South-East and applicants who have achieved success through non-traditional educational routes.

The Department for Education has a strong culture of inclusion and diversity and it wants to encourage applications from people with a diverse range of backgrounds and educational routes. In 2018 we launched a five year strategy to create a department where everyone is able to bring their whole self to work and where honesty, challenge and innovation are encouraged and valued. We are recognised by leading diversity organisations for promoting diversity in the workplace.

We want to ensure any appointee to the Department's arm's length bodies is committed to promoting diversity, in its broadest possible sense. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the organisation is one in which a genuinely diverse range of views can be expressed, without fear or favour.

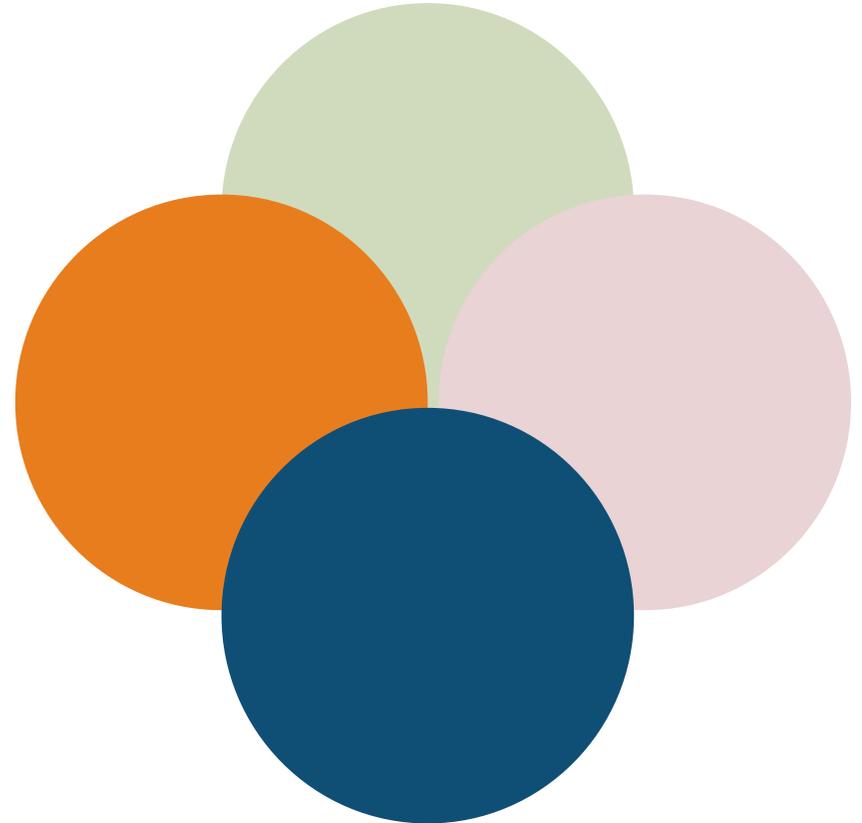
CHAMPIONING SOCIAL MOBILITY

The Department champions social mobility in all of its policies and is committed to opening up opportunities for people from all backgrounds, all socio-economic classes and all regions of the UK. We are committed to embedding this principle into our recruitment and public appointments and expect all our leaders, including in arm's length bodies, to take action to attract and retain staff from all backgrounds, while also supporting them to progress within their careers.

DISABILITY CONFIDENT

We are a member of the Government's Disability Confident scheme and have achieved Disability Confident Leader status, signifying our role as champions of the scheme. We use the Disability Confident symbol, along with other like-minded employers, to show our commitment to good practice in employing people with a disability.

We ask that all applicants complete an anonymised Diversity Monitoring Form used for gathering data only in order to ensure departments are recruiting from the widest possible pool. The information you provide is held by the Public Appointments team and not shared with the selection panel.



HOW TO APPLY

The closing date for applications is: **Friday 9th April 2021.**

Information on the timetable for this campaign, selection process, requisite security clearance, and the Advisory Assessment Panel can be found on the Centre for Public Appointments website: publicappointments.cabinetoffice.gov.uk

Please submit the following documents by email to:

PublicAppointments.APPLICATIONS@education.gov.uk

- 1. A covering letter not exceeding two sides of A4 paper, Arial size 12.**
- 2. A CV.**
- 3. Candidate application form.**
- 4. Diversity form.**

Please include the vacancy title in the subject box and submit each application document as a separate attachment.

We are happy to accept applications in alternative formats from applicants who, for reasons of disability, may find it difficult to fill in our standard form. If you would like to have a chat with us about reasonable adjustments please contact us at:

PublicAppointments.APPLICATIONS@education.gov.uk

Please note the following:

- we cannot accept applications submitted after the closing date;
- applications will be assessed solely on the documentation provided; please refer to the advert and checklist above to ensure you have provided everything requested;
- applications will be acknowledged upon receipt;
- we cannot provide feedback at application stage; feedback will only be given to candidates unsuccessful following interview.



TERMS OF APPOINTMENT

Location

London

Time requirement

4 to 7 days per month.

Term

4 years

Remuneration

£400 per day for a maximum of 84 days per year.

Expenses

In the performance of your duties, you will be reimbursed all reasonably and properly incurred travel and subsistence expenses in accordance with the department's travel and subsistence policy provided that, if and when required, you provide evidence of the expenditure. All remuneration is taxable and liable.

Pension

The post is not pensionable.

More information

The successful applicant will be required to obtain a basic level Disclosure and Barring Service (DBS) check. The cost of this can be claimed back from the Department for Education.

Members are expected to demonstrate high standards of corporate and personal conduct and are required to adhere to the code of conduct for board members and demonstrate a sound understanding of, and commitment to, the principles of public life, both of which can be found here:

<https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>

<https://www.gov.uk/government/publications/the-7-principles-of-public-life>



PRINCIPLES OF PUBLIC LIFE

SELFLESSNESS

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.

INTEGRITY

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

OBJECTIVITY

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

ACCOUNTABILITY

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

OPENNESS

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

HONESTY

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

LEADERSHIP

Holders of public office should promote and support these principles by leadership and example.



HOW TO COMPLAIN

Please contact the Department for Education's Public Appointments team if you would like to make a complaint regarding your application at PublicAppointments.DFE@education.gov.uk

We will acknowledge your complaint upon receipt and respond within 15 working days.

If you are not content with our response please contact the Commissioner for Public Appointments at publicappointments@csc.gov.uk

Further information on complaints can be found on the Commissioner for Public Appointments's website publicappointmentscommissioner.independent.gov.uk