



Cumberland Council

Post Specification

Date	January 2024
PG Number	6165
Post Title	IRO Team Manager
Job Family	People Care and Development
Job Family Role Profile	PCD16
Final Grade	Grade 17 (inc JWC's)

To be read in conjunction with the job family role profile

Service Area description

To work in 'People' in the Integration and Partnerships service area, as part of the Conference Review Service

The IRO service ensure that children in need of protection and those looked after by the Local Authority have the right plans in place to meet their identified needs. This includes the role of quality assurance that scrutinises the performance of the Local Authority .

Purpose of this post

To manage and deliver a high quality conference and review service which complies with the Care Planning, Placement and Case Review (England) Regulations 2010, and the IRO handbook, ensuring implementation of national guidance and Cumbria Safeguarding Children Partnership policy and procedures and contributing to continuous improvement in safeguarding practice in Cumbria, and improved outcomes for children who are looked after.

Key job specific accountabilities

1. Responsible for day to day planning and implemation of the provision of effective chairing of child protection conferences, children looked after reviews, and foster carer reviews.
2. In line with the IRO Handbook to be accountable for the IRO role in quality assuring the quality of care planning for children who are looked after, scrutinising local authority child protection plans in line with multi-agency safeguarding procedures, and effective discharging of the fostering IRO role, holding all professionals to account when making decisions about the lives of children and young people
3. Responsible for management and supervision of a team of IROs and Fostering IROs including staff appraisal and development, practice improvement, performance management, oversight, professional advice and management support.
4. Lead and direct quality assurance activity across the team including observations of conferences and reviews, collaborative audits, seeking and acting on feedback for the service, tracking, maintaining and managing performance robustly, contributing to quarterly and annual reports for the service. Take a lead in responding to and addressing complaints relating to the service.
5. To represent the service on strategic panels and working groups, taking take responsibility for input into thematic strategic areas of service development and delivery to improve outcomes for children and young people for example in relation to domestic abuse, UASC, Signs of Safety, disruption meetings.

6. By negotiation and in line with best practice, to act as IRO/Conference Chair for minimum agreed number of children and young people to ensure a direct line of sight to frontline practice
7. Develop and maintain effective relationships with team, service and senior managers, meeting regularly to address practice issues, work collaboratively on areas of improvement. Supporting and overseeing IROs in relation to challenge escalation within the service up to director level as required, and facilitating external legal advice and support as necessary.
8. Working with colleagues in partner agencies to ensure children's needs are being met appropriately and that appropriate engagement and ownership is secured in statutory meetings to drive forwards the progress of children's plans
9. Overseeing and support staff in their professional practice as IRO/FIRO/conference chair to promote the safeguarding of children in situations where there are (or have been) concerns about high levels of neglect, physical, emotional and sexual abuse.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post	
Budget Responsibilities	<ul style="list-style-type: none"> Co-ordination of resources via agreed management processes. Ensuring that our services are provided in the most effective and cost efficient way. Authorising expenses incurred by staff.
Staff Management Responsibilities	<ul style="list-style-type: none"> Managing a team of IROs and FIROs undertaking statutory functions and tasks. Matrix management, support and guidance for IRO business support colleagues
Other	<ul style="list-style-type: none"> None

Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none"> Social Worker Degree or equivalent Registered with Social Work England Management qualification (desirable) or experience of management and leading teams Ability to analyse complex information and apply agreed thresholds Understanding of the role and responsibilities of leadership and management. Understanding of relevant policies, statutory guidance and legislation relating to Children in Need, Child Protection, Looked after Children and Care Leavers. A sound understanding of the legal framework and care planning process governing how the Local Authority meets its responsibilities towards Looked After Children. Ability to influence effectively, build relationships and constructively challenge to secure improved outcomes for children and young people Ability to effectively manage and contribute to the effective use of resources Commitment to partnership working and experience of working in statutory partnerships Demonstrate significant understanding of relevant research evidence that highlights effective intervention with families. Experience in managing safeguarding and court processes. Experience of monitoring performance and addressing shortfalls. Experience of developing services with the involvement of children, young people and their families. 	

Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> This post requires DBS Enhanced – Children 	

Job working circumstances	
Emotional Demands	<ul style="list-style-type: none"> Exposure to service users who may be disadvantaged / distressed and job related actions which may cause distress to service users and be in conflict with their wishes.
Physical Demands	<ul style="list-style-type: none"> Normal

**Working
Conditions**

- Exposure to service users who may be upset or angry and potential for abusive and aggressive behaviour to be witnessed and directed at the post holder.

Other Factors

- Ability to travel across the county, and further – as required.
- Ability to adopt a flexible working approach.