



Department  
for Education

# Member of the independent Child Safeguarding Practice Review Panel (the Panel)

Information pack



# WELCOME



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

No public service is more important than safeguarding and promoting children's welfare. Children are among our most vulnerable and need adults around them to take the right action when they are being abused or neglected.

When children are seriously injured or die as a result of abuse or neglect, it is vital that we learn from what happened. No child should suffer harm, abuse or neglect, and reducing this is the Panel's primary focus. The Panel and I share an ongoing mission to deliver child safeguarding reform.

When a child dies, or is seriously harmed, it is important to review the practice of all agencies involved in the child and family's life so we can 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, helping us identify key learning 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 what learning can be drawn from them. It has power to commission national reviews of serious child safeguarding cases which they believe 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](#). We hope you will consider being a part of its vital work.

A handwritten signature in black ink, appearing to read 'Gillian Keegan'.

**Rt Hon Gillian Keegan MP**  
Secretary of State for Education



## Members of the Child Safeguarding Practice Review Panel

The Panel currently consists of a Chair, the Chief Social Worker for Children and Families and nine other members from across those professions involved in child safeguarding.

This recruitment exercise seeks to appoint a Panel member to succeed one of the current members with a health background from December 2023.

We intend for the person recruited to have a background in paediatrics. However, the Panel member will be appointed to fill the role as an individual acting in the public interest and not as a representative of their particular profession, employer or interest group.

The person recruited will need to understand the importance of listening to the voice and experience of the child in serious child safeguarding cases.

The new Panel member 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 the leadership of a 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. Members are also 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 bi-weekly 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 national reviews and other analytical activity supporting the Panel's role and remit.
- Supporting the dissemination of learning identified by the Panel.
- Building and maintaining 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.
- Providing a regional lead for safeguarding partners in an allocated region. This includes strategic engagement with safeguarding partners in the region, conversations about general or specific issues relating to the Panel's work and, where appropriate, speaking at regional events.



# WHO WE'RE LOOKING FOR

**The Panel understands the value of having representation from the health sector to help it bring a multi-agency perspective to its work. The Panel is now specifically looking for a candidate from the health sector with a background in paediatrics.**

Applicants will be assessed against the following criteria. In your application you should demonstrate clearly how you meet each of the following requirements of the post.

## Essential criteria

- A clinical background in paediatrics with experience of working with both hospital and community-based services, with a good understanding of the impact of child maltreatment on children's health and wellbeing.
- A strong understanding of: how the multi-agency child system operates; the realities and challenges clinicians face in recognising and responding to child maltreatment and working within a multi-agency framework; and, NHS management and commissioning structures.
- Strong interpersonal skills including: the ability and confidence to make and be accountable for impartial, effective and timely decisions drawing on professional experience and knowledge; ability to work collaboratively and effectively with others in a professional decision-making forum; excellent communication skills; and the ability to negotiate between conflicting opinions and values, generating options to reach consensus and deal with difficult situations sensitively.
- Understanding of and commitment to principles of evidence-informed practice and ability to critically analyse information and synthesise evidence about practice in order to take a strategic perspective on areas for improvement and change, locally and nationally.
- Strong leadership skills to drive forward individual strands of work from scoping through to communication of the final results.



# BOARD 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.

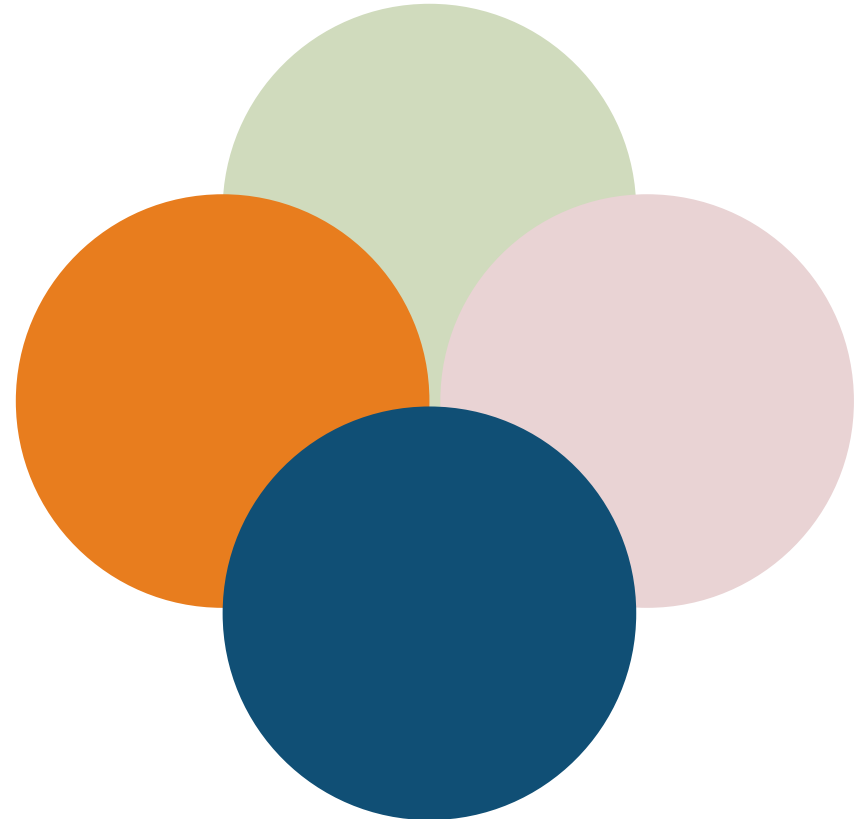
We want to ensure any appointee to the Department's arm's length bodies is committed to promoting diversity, in its broadest possible sense. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the 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 **5pm on Friday 25th August**

In order to apply you will need to create an account or sign in to the public appointments website.

Once you are logged into your account, click on 'apply for this role' and follow the on-screen instructions.

To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- equality information
- information relating to any outside interests or reputational issues.

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.



# TERMS OF APPOINTMENT

## Location

London.

## Time Requirement

Up to 10 days per month.

## Term

4 years.

## Remuneration

£400 per day for up to a maximum of 120 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 departments travel and subsistence policy provided that, if and when required, you provide evidence of the expenditure.

## Pension

The post is not pensionable.

## Other

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:

[www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies](http://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies)

[www.gov.uk/government/publications/the-7-principles-of-public-life](http://www.gov.uk/government/publications/the-7-principles-of-public-life).



## **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](mailto: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](mailto:publicappointments@csc.gov.uk)**

Further information on complaints can be found on the Commissioner for Public Appointment's website:

**[publicappointmentscommissioner.independent.gov.uk](http://publicappointmentscommissioner.independent.gov.uk)**