



Department  
for Education

# Member of the Child Safeguarding Practice Review Panel

Information pack



# WELCOME



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

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No child should ever suffer harm, abuse, or neglect, and reducing this is the Panel's primary focus. If tragedy does strike and a child dies, or is seriously harmed, then there is no role more important than one which can review the practice of all agencies involved in the life of the child and their family to identify learning and areas of improvement.

The Panel has been operational since June 2018 and since then has become well regarded by safeguarding partnerships and the child protection sector. The Panel have the power to commission national reviews of serious child safeguarding cases which they believe are particularly complex or have issues of national importance. These national reviews help to identify improvements needed to assist safeguarding partnerships and child protection agencies to better safeguard and promote the welfare of children. More details on the Panel's ongoing and published reviews can be found [here](#).

The Panel is responsible for supervising reviews they commission, ensuring they are of a satisfactory quality, that timely progress is made, and that improvements that safeguarding partners or others should make can be easily identified. To do this, the Panel has its own statutory powers, independent of Government and makes its own decisions.

Further information on the Panel can be found on the [Child-safeguarding-practice-review-panel webpage](#).

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.

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

*Bridget Phillipson*

**Bridget Phillipson MP**  
Secretary of State for Education



## Members of the Child Safeguarding Practice Review Panel

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

This recruitment exercise seeks to appoint four Panel members with backgrounds in Social Care, Education, Criminal Justice and Mental Health from November 2025. However, the Panel members will be appointed to fill the roles as an individual acting in the public interest and not as a representative of their particular profession, employer or interest group.

The people 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 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 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 fortnightly 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.

### PANEL MEMBER ESSENTIAL CRITERIA (ALL POSTS)

- 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.
- The 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.
- Candidates should also be able to demonstrate good understanding about how issues about equality, inclusion, and diversity can affect safeguarding practice.

### PANEL MEMBER DESIRABLE CRITERIA (ALL POSTS)

- A background in interpreting and synthesising research and good practice into practical, accessible resources and learning experiences for diverse practitioner audiences.



# WHO WE'RE LOOKING FOR

The Panel understands the value of having representation from all sectors involved in child safeguarding to help it bring a multi-agency perspective to its work. The Panel is now specifically looking for four new members from Social Care, Education, Criminal Justice and Mental Health sectors.

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 as well as the three essential criteria for all posts. Please do not hesitate to draw on the full diversity of your experience as part of this.

## ESSENTIAL CRITERIA – CHILDREN'S SOCIAL CARE

- Candidate will have a social work professional qualification and relevant senior leadership and management experience within local authority children's services and be able to evidence the ability to work strategically at this level.
- As well as understanding the multi-agency challenges of safeguarding children, the candidate should be able to demonstrate excellent understanding of the operational and strategic context for delivering high quality help and protection services to children and families. They should also demonstrate good knowledge of, and expertise in working in a multi-agency child safeguarding system.

## ESSENTIAL CRITERIA – EDUCATION

- Candidate will have an educational profession qualification and/or background which could be from a primary, secondary school or other education setting. They will have experience at senior management level within an educational organisation and will be able to evidence the ability to work strategically at this level.
- As well as understanding the multi-agency challenges of safeguarding children, the candidate should be able to demonstrate good understanding of safeguarding roles and responsibilities in an education context. They should also demonstrate good knowledge of, and expertise in working in a multi-agency safeguarding system.

## ESSENTIAL CRITERIA – CRIMINAL JUSTICE

- Candidate will have a background in criminal justice, which could be from probation, youth justice or the domestic violence sector. They will have experience at senior management level and will be able to evidence working strategically at this level.
- As well as understanding the multi-agency challenges of safeguarding children, the candidate should be able to demonstrate good understanding of safeguarding roles and responsibilities in a criminal justice context. They should also demonstrate good knowledge of, and expertise in working in a multi-agency safeguarding system.

## ESSENTIAL CRITERIA – MENTAL HEALTH (ADULT AND/OR CHILDREN)

- Candidate will have a background in mental health which could be from an adult and/or child setting. They will have experience at senior management level within an organisation and will be able to evidence the ability to work strategically at this level.
- As well as understanding the multi-agency challenges of safeguarding children, the candidate should be able to demonstrate good understanding of safeguarding roles and responsibilities in a mental health context. They should also demonstrate good knowledge of, and expertise in working in a multi-agency safeguarding system.



# PANEL DIVERSITY

The Department for Education is focused on equality of opportunity and is committed to ensuring that public appointments better represent the views of the communities which they serve. The Department has a strong culture of inclusion and diversity, and it wants to encourage applications from people with a diverse range of backgrounds, underrepresented groups, those based outside London and the Southeast and applicants who have achieved success through non-traditional educational routes.

The Department for Education has a strong culture of inclusion and diversity, and we want 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, committed to promoting diversity, in its broadest possible sense. This will include embedding a commitment to championing opportunity for all, helping to ensure that the organisation is one in which a genuinely diverse range of views can be expressed, without fear or favour.

## CHAMPIONING OPPORTUNITY

The Department champions social justice in all of its policies and is committed to breaking down barriers of 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 the independent expert committee, 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.

All applicants will be asked to complete anonymised diversity monitoring information only in order to ensure departments are recruiting from the widest possible pool. The information you provide will not be shared with the selection panel.



# HOW TO APPLY

**The closing date for applications is 30 June 2025**

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To apply you will need to create an account or sign in on the public appointments service 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.

The Advisory Assessment Panel reserves the right to only consider applications that contain all of the elements listed above, and that arrive before the published deadline for applications.

The selection process will include questions from care experienced children and young people.



# TERMS OF APPOINTMENT

## LOCATION

Remote working with some travel to London and other locations as work requires

## TIME REQUIREMENT

Up to 10 days per month

## TERM

Up to 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 Department's 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).



# 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](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)