



Candidate Briefing Pack

ROLE:	Independent Scrutineer, Harrow Safeguarding Children Partnership
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APPLICATIONS DEADLINE:	21 May, 2025



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Further reading: [Harrow's Safeguarding Children Partnership Multi-Agency Safeguarding Arrangements \(MASA\)](#)
[Harrow SCB Annual Report 2023-24](#)



Welcome Letter

Dear Colleague,

Are you passionate about making a real difference to the lives of children and young people?

We are thrilled to invite you to apply for the position of Independent Scrutineer with the Harrow Safeguarding Children Partnership (HSCP). This role is absolutely crucial in ensuring that our local safeguarding arrangements are not only effective but also compliant with statutory duties, ultimately delivering improved outcomes for children and young people.

As an Independent Scrutineer, you will be the cornerstone of independent and impartial scrutiny of multi-agency safeguarding arrangements. Your expertise will ensure that our partners collaborate effectively to meet their statutory responsibilities under the Working Together to Safeguard Children 2023 framework. To help them achieve this, you'll monitor the effectiveness of safeguarding practices, evaluate the quality of decision-making, and assess the implementation of learning from child safeguarding practice reviews.

Other key responsibilities include producing an Annual Report, contributing to thematic reviews, and ensuring that children's voices are central to safeguarding decisions. Your role will be vital in engaging with families and young people to capture their perspectives on safeguarding services. Additionally, you will contribute to multi-agency audits, provide evidence-based findings and offer impartial advice on safeguarding policies and risk management.

We are seeking a candidate with extensive expertise in safeguarding, strong analytical skills and a commitment to child-centred approaches. Your ability to provide constructive challenges to senior leaders and safeguarding partners, along with your strategic thinking and communication skills, will be essential in driving positive outcomes for children and families.

The HSCP is dedicated to safeguarding children and promoting their welfare. We actively support inclusive practices and ensure that our safeguarding arrangements reflect the diversity of children and families in the local area. Our values of Working Together, Driving Delivery, and Shaping the Future guide us in achieving our organisational ambitions and goals.

If you are passionate about making a difference to the lives of children and young people and have the qualifications and experience we are looking for, we wholeheartedly encourage you to apply for this rewarding role.

Yours sincerely,

Alex Dewsnap
Managing Director, London Borough of Harrow &
Chairperson – Harrow Safeguarding Children Partnership



Advertisement

Independent Scrutineer Harrow Safeguarding Children Partnership

Make a lasting difference for children and young people in Harrow.

Circa 3 days per month for an initial 2-year term | Hybrid-working | £700/day

The role

We are seeking a respected and experienced safeguarding professional to join the Harrow Safeguarding Children Partnership (HSCP) as its Independent Scrutineer.

In this pivotal role, you will provide objective oversight, constructive challenge, and strategic insight to ensure that their safeguarding arrangements are effective, transparent, and continually improving.

Acting as a critical friend to senior leaders, you will assess how well they and their statutory partners fulfil their safeguarding responsibilities, and you will also champion the voice and lived experience of children and families, ensuring they are central to shaping safeguarding practice.

The partnership

HSCP is a statutory multi-agency partnership comprising the London Borough of Harrow, NHS North West London Integrated Care Board, and the Metropolitan Police. Together, they are committed to making Harrow a place where every child is safe, seen, supported, and heard – especially the most vulnerable. These statutory partners are supported by a wide range of relevant agencies, including education leaders, major NHS provider trusts, voluntary and community organisations and other key safeguarding partners in Harrow.

All members of the HSCP are proud of their collaborative, inclusive culture, and they value diverse perspectives and encourage open, evidence-led challenge to help them drive improvements across the safeguarding system. As their Independent Scrutineer, you will play a vital role in shaping a learning-focused and accountable safeguarding partnership.

About you

You will bring significant senior-level experience in safeguarding – whether in social care, health, education, policing or a related sector. You have a deep understanding of multi-agency safeguarding arrangements, statutory frameworks and extensive knowledge of multi-agency safeguarding challenges and development areas such as contextual safeguarding, domestic abuse and early help.

You combine strategic thinking with strong analytical skills, and are confident in providing evidence-based challenge and advice. Most importantly, you are committed to a child-centred approach and skilled in engaging children, young people, and families, as well as influencing senior stakeholders.

Next steps

If you have the expertise, insight and drive to help strengthen safeguarding practice in Harrow, we'd love to hear from you.

To arrange a confidential discussion, please contact Andrew Tromans at andrew.tromans@penna.com or 07805 226 301.

Apply here: <https://execroles.penna.com>

Closing date: 21 May 2025



Role Profile

Job Title:	Independent Scrutineer - Children
Reports to:	Harrow Safeguarding Children Partnership (HSCP)
Location:	London Borough of Harrow

Role Purpose

The Independent Scrutineer provides independent oversight, assurance, and constructive challenge to ensure that local safeguarding arrangements are effective, compliant with statutory duties, and deliver improved outcomes for children and young people. Working within the framework of Working Together to Safeguard Children 2023, the role ensures accountability and transparency across partner agencies.

Working Pattern: As required (up to 3 days per month)

Role Summary

You will provide independent and impartial scrutiny of multi-agency safeguarding arrangements, ensuring partners meet their statutory responsibilities under Working Together 2023. Your role involves monitoring the effectiveness of safeguarding practices, evaluating decision-making quality, and assessing the implementation of learning from child safeguarding practice reviews. You will produce an Annual Report, contribute to thematic reviews, and ensure children's voices are central to safeguarding decisions. Engaging with families and young people to capture their perspectives on safeguarding services is crucial. You will contribute to multi-agency audits, provide evidence-based findings, and offer impartial advice on safeguarding policies and risk management. Supporting continuous learning and improvement, you will review responses to safeguarding initiatives and recommend training and workforce development enhancements. Your expertise in safeguarding, analytical skills, and commitment to child-centred approaches will drive positive outcomes for children and families.

Key Responsibilities

1. Independent Oversight and Challenge

- Provide independent and impartial scrutiny of multi-agency safeguarding arrangements.
- Challenge safeguarding partners (local authority, police, health) on their contribution to effective safeguarding, highlighting areas for improvement and good practice.
- Provide advice to Delegated Safeguarding Partners in relation to any escalated issues.
- Ensure safeguarding partners meet their statutory responsibilities as set out in Working Together 2023.

2. Evaluation and Assurance

- Monitor the effectiveness of local Multi-Agency Safeguarding Arrangements and their impact on improving outcomes for children and families.
- Assess the quality of decision-making, escalation processes, and multi-agency collaboration.
- Evaluate the implementation of learning from child safeguarding practice reviews (CSPRs) and local audits.

3. Annual and Thematic Reporting

- Produce an Annual Report evaluating the effectiveness of local Multi-Agency Safeguarding Arrangements, including areas of progress, identified risks, and priorities for improvement.
- Contribute to thematic reviews or national learning initiatives, ensuring local alignment with emerging safeguarding trends and risks.

4. Promoting the Voice of Children and Families

- Ensure that children's lived experiences, voices, and outcomes are at the heart of safeguarding practices and decision-making.



- Engage with families, children, and young people to capture their perspectives on the quality and impact of safeguarding services.
- Promote a culture of meaningful engagement and co-production with children and their families.

5. Quality Assurance and Auditing

- Sit on the Scrutiny and Audit sub-group and able to identify own areas for scrutiny.
- Oversee or contribute to multi-agency safeguarding audits, ensuring compliance with statutory duties and identifying systemic issues.
- Scrutinize how effectively safeguarding partners address safeguarding risks and challenges – e.g. exploitation and serious violence, domestic abuse and other key safeguarding issues.
- Provide evidence-based findings to inform partnership improvements.

6. Leadership and Partnership Engagement

- Act as an independent advisor to the partnership, offering impartial advice and guidance on safeguarding policies, practices, and risk management.
- Attend key partnership meetings, ensuring independent scrutiny and constructive contributions.
- Maintain positive relationships with safeguarding partners to foster transparency and collaborative working.

7. Learning and Development

- Support the partnership in embedding a culture of continuous learning and improvement.
- Review the partnership's response to national and local safeguarding initiatives, including learning from serious safeguarding incidents.
- Provide recommendations to enhance training, supervision, and workforce development.
- Develop and implement Lay Scrutineer and Young Scrutineer roles within the Harrow Safeguarding Children's Partnership during 2025/2026.

Key Deliverables

- **Annual Report:** Detailed evaluation of safeguarding arrangements, including measurable outcomes, risks, and recommendations.
- **Audit Reports:** Findings and recommendations from multi-agency safeguarding audits.
- **Challenge Log:** Documentation of independent challenges made to the partnership and their outcomes.
- **Learning Reviews:** Contributions to and scrutiny of local or national safeguarding practice reviews.

Safeguarding and Equal Opportunities

The Independent Scrutineer is committed to safeguarding children and always promoting their welfare. They must actively support inclusive practices and ensure that safeguarding arrangements reflect the diversity of children and families in the local area.

This role reflects the updated emphasis in Working Together 2023 on partnership accountability, data-driven decision-making, and the importance of engaging children's voices in safeguarding processes.

Values, Behaviours, and Equalities

We want our colleagues to live our values. These values describe what we stand for and how we do things at Harrow whilst inspiring, challenging, and guiding us toward the delivery of our organisational ambitions and goals. Our three values are:

Working Together, Driving Delivery, Shaping the Future

These values will also help us to achieve our equality vision of being a proud, fair & cohesive Harrow, a great place to live, work & visit.



Knowledge, Skills, and Experience			
Role requirements		Essential	Desirable
Expert Knowledge of Safeguarding: In-depth understanding of statutory safeguarding requirements under <i>Working Together to Safeguard Children 2023</i> , including thresholds, contextual safeguarding, and multi-agency responsibilities.		Y	
Impartiality and Independence: Ability to maintain objectivity and provide constructive challenge to senior leaders and safeguarding partners.		Y	
Analytical Skills: Proven ability to analyse complex data, identify systemic issues, and evaluate the effectiveness of safeguarding arrangements.		Y	
Strategic Thinking: Ability to assess risks, identify trends, and provide forward-looking recommendations.		Y	
Communication Skills: Strong verbal and written communication skills, including the ability to deliver clear and evidence-based reports.		Y	
Child-Centred Approach: Commitment to championing the rights, safety, and voice of children and young people.		Y	
Qualifications			
Role Requirements.	Job specific examples (If left blank, refer to left-hand column)	Essential	Desirable
Experience engaging with children, young people, and families in safeguarding contexts.		Y	
Demonstrated ability to influence change and improve safeguarding outcomes.		Y	
Experience working within or scrutinising multi-agency safeguarding arrangements.		Y	
Knowledge of child protection and safeguarding policies, including <i>Working Together 2023</i> , <i>Keeping Children Safe in Education</i> and other relevant statutory frameworks.		Y	
Extensive knowledge of sector-specific challenges and incoming/future legislative and practice developments in safeguarding children and young people.		Y	
Significant experience in safeguarding children, ideally in senior leadership roles across sectors (e.g., social care, health, education, policing).		Y	
Other Requirements			
The job involves travel for business purposes: No			
Management Competencies <i>These competencies are relevant to all roles with responsibility for managing staff.</i>			
<ul style="list-style-type: none"> Resident Focus Works in partnership Political understanding Managing Performance and Delivering Results 	<ul style="list-style-type: none"> Communicating with Impact Financial Grip and Business Focus Data-Driven Decision Making Nurturing Talent and Building Careers Corporate Awareness 		



How To Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Cover Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your Cover Letter the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- Asking for adjustments – we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us,
- Please contact Andrew Tromans on 07805 226301 for a confidential discussion or for any information, insight or guidance about either the role or recruitment process.

Please note the key dates in the recruitment process:

Closing Date	21 May, 2025
Shortlisting meeting (applicants do not attend)	23 May, 2025
Interviews (in person, in Harrow)	29 / 30 May, 2025 (TBC)

To apply for this role, please visit the following link to upload your CV and Cover Letter:
<https://execroles.penna.com>