



## Job Description

Job Title: Children's Services Quality Auditor  
 POSCODE:

Grade: TM01 – TM04

### Overall Purpose of Role

Vulnerable children need high quality services that improve their lives. The postholder will play a vital role in evaluating the quality and impact of our practice so that leaders understand how well we are doing and are able to target improvement activity on those areas where it is most needed. The postholder will also have an important role in monitoring and ensuring compliance with statutory and local policy and guidance. They will produce a range of lucid, evidence-based reports on audit activity for senior leaders. The postholder will undertake audits across the range of Children's Trust activities.

### Main Accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities

Main Accountabilities	
1	Undertake in-depth case audits, working alongside Northamptonshire Children's Trust staff and team managers to evaluate the quality and impact of practice in improving children's lives.
2	Obtain and evaluate the views of children, families and professional partners about the quality and impact of practice.
3	Undertake extensive thematic case sampling to understand and report on the quality specified elements of practice.
4	Go beyond auditing by using the audit process to coach social workers and managers in good practice, helping them to build on existing strengths and eliminate weaknesses.
5	Train and coach managers in effective auditing.
6	Undertake audits of supervision at child level and practitioner level.

7	Moderate case and case sampling completed by others so we can be confident that evaluations and judgments are evidenced based with a consent understanding of what good looks like.
8	Analyse and collate audit findings across the Children's Trust so they can be reported routinely to senior leaders to inform full range of practice improvement and workforce development activities.
9	Present audit findings and lessons from audit to groups of practitioners, managers and senior leaders as required.
10	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
11	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.

**Safeguarding commitment** *(Include for roles involving work with children/vulnerable adults)*  
 We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

## Person Specification

### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
Professional qualification in social work (degree, DipSW, CQSW or accredited equivalent)	Social work	Essential
Social Work England Registration	Social worker	Essential

Minimum levels of knowledge, skills and experience required for this post

Identify	Details	Essential/Desirable
<b>Knowledge:</b>		
Preventative work in Targeted Support alongside Children's Social Work practice, research,	The post-holder will have in-depth knowledge of social work practice and the legal and policy frameworks that govern it.	Essential

legislation, case law and policy		
What good looks like	The post-holder will know what good social work practice and good outcomes for children look like	Essential
Audit methodology	The post-holder will understand audit methodology including how to capture and report on learning, understanding operational and strategic requirements	Essential
Signs of Safety practice framework	The post-holder will ideally have a good understanding of Signs of Safety.	Essential
<b>Skills:</b>		
Audit	The post-holder will be able to work with social workers to develop an accurate view of the quality and impact of practice. They will need to be good at building relationships, inspiring confidence and giving constructive feedback.	Essential
Analysis	The post-holder must be able to use data to identify lines of enquiry. They must be able to triangulate evidence in evaluating practice and to set out logically the reasons for their judgements about children's cases. They must be able to draw out themes and trends from different audits and other QA information, identifying strengths and areas for improvement.	Essential
Professional authority	The post-holder will demonstrate a high level of professional authority in their business relationships, using their experience of practice and management to gain confidence and influence others.	Essential
Coaching	The post-holder must be able to use audit processes as a development tool for social workers and managers, giving clear feedback and helping them to identify ways of improving.	Essential

Reporting without fear or favour	The post-holder must be able to report verbally and in writing on their analysis, presenting them to staff and managers at all levels individually and in groups.	Essential
<b>Experience:</b>	Give an idea of the type and level of experience required <b>do not</b> specify years of experience.	
Wider children's workforce, including Social Work practice	The post-holder must be able to demonstrate significant experience of social work practice involving child safeguarding and looked after children.	Essential
Early Help and Social Work management and / or leadership	The post-holder will have experience of overseeing, directing and evaluating social work practice, either as a manager or through another role that requires scrutiny and challenge such as practice educator.	Essential
<b>Equal opportunities</b>	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
<b>Safeguarding</b> ( <i>include for roles working with children/vulnerable adults</i> )	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

### Disclosure level

<b>What DBS Level is required for this post?</b>	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>

### Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>

