

Job specification



Social Care Regulatory Inspector

Grade: B1 Inspector (Civil Service equivalent: SEO)

Section 1: Job description

Context

Ofsted is the Office for Standards in Education, Children's Services and Skills. We inspect and regulate services that care for children and young people, and services providing education and skills for learners of all ages. Every week, we carry out hundreds of inspections and regulatory visits throughout England and publish the results online. We also report on standards across the country and are accountable directly to Parliament. Ofsted's inspections are independent and impartial.

Social Care Regulatory Inspectors are part of the Inspections and Improvement Directorate. The Inspection and Improvement Directorate is responsible for delivering timely and high-quality inspections in all institutions that Ofsted regulates and inspects, ensuring consistent standards across remits, developing high quality inspections and ensuring they are used to best effect on inspections, and supporting and promoting improvement in those services inspected and regulated.

Overall purpose

Reporting to the Regulatory Inspection Manager (RIM); Social Care Regulatory Inspectors are responsible for the regulation and inspections of children's social care within one of the eight Ofsted regions. This includes children's homes, boarding schools, residential family centres, fostering and adoption services, residential special schools and welfare in further education colleges under The Care Standards Act 2000 and associated legislation.

Social Care Regulatory Inspectors are responsible for raising standards and improving the lives of children and young people; and supporting the RIM in ensuring that Ofsted discharges its regulatory duties in a robust, consistent, effective and efficient manner.

Key responsibilities

The key responsibilities of the role are outlined below. However, this is an overview of the role and is not exhaustive. Ofsted reserves the right to assign other duties commensurate with the B1 Inspector grade as required.

- Carry out the management of inspection and registration visits across a range of children's social care settings and services, in accordance with Ofsted's frameworks to ensure that only the best providers are registered and compliant with all regulations.
- Manage time effectively undertaking comprehensive and methodical preparation from a variety of sources to ensure that inspection is robust, consistent and effective.
- Report publicly on the quality of care provided to the most vulnerable children and young people and to make solid, well evidenced and sound judgements and decisions, acting at all times in the interests of children and young people.
- Produce accurate and appropriately evidenced inspection reports published on behalf of Ofsted, which have robust and transparent judgements, based on sound evidence and which provide clear recommendations and assess safeguarding practices.
- Use evidence to challenge providers, supporting improvement through rigorous challenging inspection and dissemination of good practice. Hold a case load of services of concern, driving improvement through inspection using the full range of Ofsted's enforcement powers, wherever required, ensuring that the safeguarding of children and young people are at the core of all activities.
- Undertake evidence retrieval work, sharing best practice and lessons learned to inform inspection practice.
- Support and contribute to the development of policy, frameworks, guidance and learning resources.
- Take action with under-performing providers; recognising and evidencing poor or unsafe practice which identifies and effectively manages safeguarding issues and assesses the suitability of safeguarding arrangements within inspected settings.
- Build and maintain productive working relationships, both externally with providers and authorities; and internally with stakeholders such as the Regulatory Inspection Managers and Social Care Compliance Inspectors - which foster professional challenge while maintaining the quality of the relationship.
- From time to time, inspectors may contribute to the development of inspection methodology, surveys and the quality assurance of inspections.

Generic responsibilities

- Work in accordance with Ofsted's policies and procedures.
- Ensure the safeguarding of children and students is paramount and at all times lead by example. Demonstrate and embed Ofsted's core values of putting children and students first, upholding our independence, and exhibiting accountability and transparency in all we do.
- Contribute to organisational development initiatives as required.
- Adhere to responsibilities under health and safety legislation and policies.
- Demonstrate a positive commitment to [equalities and diversity](#).
- Contribute to building a "One Ofsted" culture.

Additional requirements of the role

The role holder must be able to work flexibly to meet the needs of the business and the availability of providers. This may include some evening or very occasional weekend work. For example, to meet with providers and children and young people in the evening or during the weekend.

The role involves travelling to social care settings and participating in meetings with team members and other colleagues, mostly within your home region. Some meetings and inspections may require national travel and overnight stays away from home.

The role holder will need to demonstrate awareness of relevant legal frameworks and legislation, taking personal responsibility for keeping this knowledge up to date to increase credibility. They should also take personal responsibility for sharing and maintaining a sound knowledge and understanding of current developments within the field which demonstrates sufficient expertise to maintain registration as a Social Worker.

Inspectors must be competent IT users. They regularly access information, reports and templates electronically. They are responsible for updating the Ofsted database in relation to the work they undertake, and producing reports, letters and instructions in electronic format and to a high standard.

Ofsted have identified this role as one which will require an enhanced criminal record check via the Disclosure and Barring Service (DBS). This role will bring you into direct contact with children or vulnerable adults and give you access to material or sensitive information about children or vulnerable adults.

Section 2: Person specification

| Profile | Essential/ desirable |
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| <p>Qualifications</p> <p>Social work degree or an equivalent professional social work qualification (for example, a CQSW or DIPSW) or</p> <p>Level 5 Diploma in Leadership and Management for Residential Childcare or suitable equivalent or</p> <p>Level 5 professional qualification (or higher) in Health and Social Care</p> | Essential |
| <p>Current registration with Social Work England (for qualified social work applicants only).</p> <p><i>You are not excluded from applying if your registration has lapsed, but if you are successful, you will need to evidence current registration before starting in post.</i></p> | Essential (For qualified social work applicants only) |
| <p>Experience</p> <p>A proven record of securing better outcomes for children and young people in care or support settings.</p> <p>Knowledge and experience of conducting regulatory work activities within social care.</p> | Essential Desirable |
| <p>Technical</p> <p>Sound knowledge of safeguarding and best practice in relation to work with children in care and care leavers.</p> <p>Significant understanding of relevant legislation and statutory guidance in relation to children and young people or vulnerable adults.</p> <p>An ongoing awareness of the current developments in area of expertise.</p> | Essential |

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| <p>Ability</p> <p>Able to communicate effectively in writing, demonstrating clarity and influence. Expresses judgements precisely and persuasively.</p> | <p>Essential</p> |
| <p>Behaviour – Leadership</p> <p>Demonstrates a strong focus on improving outcomes for children and young people at all times.</p> <p>Ensures colleagues and providers have a clear understanding of objectives, activities and timeframes.</p> <p>Considers the impacts of own and teams' activities on providers.</p> <p>Takes into account different individual needs, views, and ideas, championing inclusion and equality of opportunity for all.</p> <p>Effectively manages conflict, misconduct and non-inclusive behaviour, raising with senior managers where appropriate.</p> | <p>Essential</p> |
| <p>Behaviour – Communicating and influencing</p> <p>Communicates in a straightforward, honest and engaging manner.</p> <p>Shares information as appropriate and checks understanding.</p> <p>Ensures communication has a clear purpose and takes into account people's individual needs.</p> <p>Ensures that important messages are communicated with colleagues and providers with respect, clarity and conviction.</p> | <p>Essential</p> |
| <p>Behaviour – Making effective decisions</p> <p>Understands own level of responsibility to make decisions where appropriate.</p> <p>Analyses and uses a range of relevant, credible information from internal and external sources to support well-reasoned, justifiable decisions.</p> <p>Invites challenge and involves others in decision making, where appropriate.</p> <p>Displays confidence when making difficult decisions, even if they prove to be unpopular.</p> | <p>Essential</p> |

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| <p><i>Making effective decisions continued</i></p> <p>Presents outcomes and recommendations in a timely manner, outlining consideration of the benefits and risks.</p> | <p>Essential</p> |
| <p>Behaviour – Delivering at pace</p> <p>Promotes a culture of following the appropriate procedures to ensure results are delivered on time and to a high standard.</p> <p>Acts promptly to reassess workloads and priorities when there are conflicting demands to maintain performance.</p> <p>Complies with legal and regulatory requirements.</p> <p>Demonstrates resilience, maintains own levels of performance in all circumstances.</p> <p>Independent and forward-thinking, escalating or consulting with others as appropriate.</p> | <p>Essential</p> |