Job specification

Social Care Regulatory Inspector

- Salary £56,507, rising to £62,039 post probation
- Civil Service Pension Scheme
- Annual leave 32.5 days + 8 bank holidays

Section 1: Introduction

About Ofsted

Ofsted's role is to raise standards and improve the lives of children, young people, and learners through intelligent, responsible, and focused inspection and regulation.

We inspect and regulate services that provide care and inspect education and skills training. Every week, we conduct hundreds of inspections and regulatory visits and publish the results. We also report on standards across the country and are accountable directly to Parliament as a non-ministerial department.

Our inspections are independent and impartial, and we work on behalf of children and their families. Our values are professionalism, empathy, courtesy, and respect.

It is the responsibility of all Ofsted employees to ensure the safeguarding of children and students is paramount and always lead by example.

Diversity

Ofsted is committed to equality, diversity and inclusion. We are always looking to recruit candidates from varied backgrounds and differing experiences.

We are proud to be a Disability Confident – Leader. We continually engage with our staff networks for protected characteristics, and highlight the work of our Equalities, Diversity and Inclusion (EDI) Workforce Group. Our selection processes are fair, impartial and consistent for all candidates. We make our appointments on merit.

Section 2: Job description

Social Care Inspection team

Reporting to a Regulatory Inspection Manager (RIM), Social Care Regulatory Inspectors are responsible for the regulation and inspection of children's social care within one of Ofsted's eight 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.

About the role

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

Key responsibilities

This is an overview of the role and is not exhaustive. Ofsted may assign other duties appropriate to the B1 Inspector grade as needed.

- 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 framework, to ensure that only the best providers are registered and compliant with all regulations.
- Manage time effectively by undertaking comprehensive and methodical preparation, using a variety of sources to ensure that inspections are robust, consistent and effective.
- Report publicly on the quality of care provided to the most vulnerable children and young people. Make well-evidenced and sound judgements and decisions, always acting in the interests of children and young people.
- Produce accurate, well-evidenced inspection reports on behalf of Ofsted that include robust, transparent judgements, clear recommendations and assessment of safeguarding practices.
- Use evidence to challenge providers and support improvement through rigorous inspection and dissemination of good practice. Manage a caseload of services of concern, driving improvement through inspection and, where necessary, using the full range of Ofsted's enforcement powers, while ensuring that the safeguarding of children and young people is 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 underperforming providers by recognising and evidencing poor or unsafe practice, identifying and effectively managing safeguarding issues, and assessing 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 RIM and Social Care Compliance Inspectors, fostering professional challenge while maintaining the quality of the relationships.

- From time-to-time, contribute to the development of inspection methodology, surveys and the quality assurance of inspections.

Section 3: Person specification

Profile	Essential/ desirable	Tested by
Qualifications Social work degree or an equivalent professional social work qualification (for example, a CQSW or DIPSW) **or** Level 5 Diploma in Leadership and Management for Residential Childcare or suitable equivalent **or** Level 5 professional qualification (or higher) in Health and Social Care	Essential	Application
Current registration with Social Work England (for qualified social work applicants only). *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.*	Essential (For qualified social work applicants only)	
Full DVLA Driving Licence (includes Full EU licences). *A willingness to drive as required to fulfil operational duties is essential to the role.*	Essential	
Experience A proven record of securing better outcomes for children and young people in care or support settings.	Essential	Application/ Interview
Knowledge and experience of conducting regulatory work activities within social care.	Desirable*	
**Desirable criteria will only be used where there is a need to distinguish between candidates who are close after initial consideration of the essential criteria.*		

Technical Sound knowledge of safeguarding and best practice in relation to work with children in care and care leavers. Significant understanding of relevant legislation and statutory guidance in relation to children and young people or vulnerable adults. An ongoing awareness of the current developments in area of expertise.	Essential	Application/ Assessment/ Interview
Ability Able to communicate effectively in writing, demonstrating clarity and influence. Expresses judgements precisely and persuasively.	Essential	Application/ Assessment
Behaviour - Leadership Demonstrates a strong focus on always improving outcomes for children and young people. Ensures colleagues and providers have a clear understanding of objectives, activities and timeframes. Considers the impacts of own and teams' activities on providers. Considers different individual needs, views, and ideas, championing inclusion and equality of opportunity for all. Effectively manages conflict, misconduct and non-inclusive behaviour, raising with senior managers where appropriate.	Essential	Assessment/ Interview

Behaviour – Communicating and influencing Communicates in a straightforward, honest and engaging manner. Shares information as appropriate and checks understanding. Ensures communication has a clear purpose and considers people's individual needs. Communicates important messages with colleagues and providers with respect, clarity, and conviction.	Essential	Assessment/ Interview
Behaviour – Making effective decisions Understands own level of responsibility to make decisions where appropriate. Analyses and uses a range of relevant, credible information from internal and external sources to support well-reasoned, justifiable decisions. Invites challenge and involves others in decision making, where appropriate. Displays confidence when making difficult decisions, even if they prove to be unpopular. Presents outcomes and recommendations in a timely manner, outlining consideration of the benefits and risks.	Essential	Assessment/ Interview

Behaviour – Delivering at pace Promotes a culture of following the appropriate procedures to ensure results are delivered on time and to a high standard. Acts promptly to reassess workloads and priorities when there are conflicting demands to maintain performance. Complies with legal and regulatory requirements. Demonstrates resilience, maintains own levels of performance in all circumstances. Independent and forward-thinking, escalating or consulting with others as appropriate.	Essential	Interview
Safeguarding Ensure the safeguarding of children and students is paramount and always lead by example.	Essential	Assessment/ Interview

Section 4: Terms and conditions

Job title:	Social Care Regulatory Inspector
Grade:	B1 Inspector (Civil Service equivalent SEO)
Salary:	£56,507 per annum. Rising to £62,039 per annum on successful completion of probation (typically six months). Performance-related pay awards are also available for outstanding achievement.
Pension:	Alongside your salary, Ofsted contributes up to 30.3% towards you being a member of the Civil Service Pension Scheme.
Allowances:	Inspectors receive a home-based working allowance of £510 per annum (£312 of this is tax free). Inspectors may also apply for a vehicle user allowance of £370 per annum if they use their personal vehicle as their primary mode of transport when travelling on Ofsted business.
Location:	Home-based
Basis:	Permanent
Hours:	Full-time Inspectors 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.
DBS check:	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 and give you access to material or sensitive information about children.
Travel:	This role requires regular and sometimes extensive travel to provider sites, including some overnight stays. Some provider sites are not easily accessible by public transport, so the ability to drive is essential. Inspectors are reimbursed for expenses incurred while carrying out their duties, in line with Ofsted's Business Expenses Policy.

Section 5: Safer recruitment

Our commitment

We put children and learners' wellbeing at the heart of everything that we do. We do all that we can to ensure those who work for us share our commitment. This is reflected in our rigorous recruitment processes and pre-employment checks. We select the best candidates through good, thorough recruitment practice, ensuring equality of opportunity, and deterring, or rejecting, those who may not be suitable to work for Ofsted.

All roles require the following:

- We will confirm your identity by sight of original official documents such as a birth certificate and photo identification such as a passport.
- We will ask you to supply original documents relating to all professional qualifications required for the role.
- We will document your full employment and education history since leaving secondary education. The selection panel will scrutinise all gaps in employment and education history to ensure there are no causes for concern.
- We will request at least two references covering at least the last three years. We will verify the identity of all referees. We will ask them to comment on your suitability for the role you are applying for.
- We will consult any relevant records we hold which may provide information on your suitability.
- We reserve the right to take account of your presence in both public and social media in our selection decisions.
- We will ask you to provide details of any criminal history as appropriate. We will provide guidance to help you understand what you must declare and when.
- Throughout selection, including at interview, the panel will probe your values and motivation for working with Ofsted.

At all stages, we will treat information you provide us with in confidence and in full accordance with legal requirements. We will state where roles require a Disclosure and Barring Service check in the job specification.

You do not have to consent to these checks. But if you withhold or revoke consent at any stage, we will be unable to proceed with your application. Ofsted expects all its employees to understand their duties and responsibilities in relation to safeguarding children and young people. This is continually assessed through probation and day-to-day performance management. You can find out more about Ofsted's approach to safeguarding by reading our Safeguarding Policy.