

Job specification

Her Majesty's Inspector (HMI), Social Care

Grade: HMI

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.

The roles of HMI, Social Care will be filled by experienced social care professionals with the skills needed to observe and report objectively on practice, standards and outcomes for children, and the capacity to analyse and make sound judgements on the basis of evidence gathered during inspection activity.

Overall purpose

HMI, Social Care undertake inspections of local authority, Cafcass, and other children's social care services. Local authority children's services inspections focus on the contribution of local authorities and their partners to the protection and improvement of outcomes for vulnerable children and may be undertaken jointly with other inspectorates.

HMI work to support and promote improvement in all the services that Ofsted inspects and regulates, developing a critical understanding of provision and working with senior leaders and stakeholders.

Key accountabilities

The key accountabilities 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 grade as required.

- Undertaking lead and team inspector roles on the inspection of a variety of children's social care providers, including local authority children's services functions and Cafcass.
 - Undertaking lead and team inspector roles on thematic surveys and other additional inspection activity including targeted inspections.
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- Providing support and critical challenge to authorities and providers, ensuring that progress towards improvement is rapid and that support is targeted, cohesive, consistent and has sufficient impact.
 - Reporting local concerns, escalating issues to Senior HMI and the Regional Director, signalling when improvement is not happening rapidly enough, ensuring that action is taken where appropriate by Ofsted and advising other bodies on action to be taken.
 - Preparing and delivering best practice workshops and seminars to a range of audiences on aspects of practice, leadership, management and governance for authorities and providers as agreed with the Regional Director.
 - Ensuring that all judgements are rooted in firm evidence and are defensible against challenge; being a role model for Ofsted's values, acting at all times in the interest of children, not those of providers, or self.
 - Providing information and expertise, contributing to routine analysis of inspection evidence and grade profiles and assisting Senior HMI to consider the issues presented.
 - Providing specialist expertise to colleagues in other inspection remits.
 - Participating in monitoring standards in the provision of children's social care services.
 - Leading or contributing to the development of projects.
 - Contributing to national reviews or surveys.
 - Undertaking complaint investigations.
 - Undertaking briefings for HMCI, regional directors, the National Director, Social Care and Ministers and contributing to the evaluation of government initiatives and strategies.
 - Contributing inspection-based advice to HMCI and to government; writing and making contributions to reports, including HMCI's Annual Report and publications, regional reports and undertaking dissemination on a wide range of social care topics.
 - Representing Ofsted locally, regionally and nationally as required.
 - Ensuring the safeguarding of children and students is paramount and at all times leading by example. Demonstrating and embedding Ofsted's core [values](#) of putting children and students first, upholding our independence, and exhibiting accountability and transparency in all we do.
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At all times, the post holder will be expected to operate in accordance with Ofsted's policies and procedures.

Additional requirements of the role

The role of HMI is home-based and will require a significant amount of travel to providers around the country, sometimes with overnight stays.

HMI are required to work flexibly to meet the needs of the business and the availability of providers; this may include some evening or weekend work for example, to meet with providers, or contracted inspectors, in the evening or during the weekend.

HMI will also have the opportunity to hold a temporary National Lead responsibility to be an expert in a specialist area; this is additional to the core job role of HMI and attracts an enhanced responsibility allowance alongside the total salary package. All individuals who are fully trained and performing to a good standard will be eligible to apply for this extra responsibility.

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, it may give you access to material or sensitive information.

Section 2: Person specification

Knowledge, skills and experience	Essential/ desirable	Tested by
<p>Qualifications</p> <p>Social Work degree or an equivalent professional social work qualification – for example a CQSW or DIPSW.</p> <p>Current registration with Health and Care Professions Council (HCPC).</p>	Essential	Application form
<p>Knowledge and experience</p> <p>A minimum of five years' experience of leadership at a senior level (e.g. head of a service) in children's social care.</p> <p>A detailed knowledge and understanding of current social care issues and legislation gained in a suitably wide range of settings.</p> <p>An awareness of the current changes taking place in children's social care and inspection and the ability to keep up to date across a wide range of professional matters.</p> <p>An understanding of the key stakeholders in children's social care including the operational context of each.</p> <p>Experience of working in a political environment and/or a complex organisational governance arrangement</p> <p>Experience of preparing and delivering written reports and presentations to senior forums and boards.</p>	Essential	Application form/ assessment/ interview

<p>Competency - Leadership</p> <p>HMI are expected to lead inspections of high quality across a variety of settings. In doing so, they get the best out of others and challenge less than good performance. Their leadership of people and inspection is engaging and insightful.</p> <ul style="list-style-type: none"> ▪ Demonstrates a strong focus on learners at all times. ▪ A role model for Ofsted values; able to hold discussions around challenging topics sensitively but with no room for ambiguity. ▪ Ability to command confidence through being authoritative and influential. 	Essential	Assessment/ interview
<p>Competency - Drive and Resilience</p> <p>HMI are expected to show determination and tenacity. They are positive and forward-looking and challenge those that are reluctant to improve or change.</p> <ul style="list-style-type: none"> ▪ Ability to hold others to account for priorities and swiftly respond to changing requirements. ▪ Ability to prepare effectively and meet deadlines. ▪ Ability to demonstrate resilience, whilst being responsive, open and honest about challenges. 	Essential	Assessment/ interview

<p>Competency - Collaboration, communication and influencing</p> <p>HMI are expected to build strong relationships and to communicate authoritatively and with clarity, including in writing. They influence others and understand the impact of their own behaviour on others.</p> <ul style="list-style-type: none"> ▪ Ability to establish partnerships and to communicate and establish high expectations of self and others ▪ Ability to actively build constructive and open relationships with networks of colleagues, contacts and organisational partners. ▪ Excellent communicator able to identify and use appropriate styles and methods, including digital channels, appropriate to the audience. ▪ Ability to produce clear written records and reports expressing judgements cogently and precisely in writing. 	<p>Essential</p>	<p>Assessment/ interview</p>
<p>Competency – Judgement and effective decision making</p> <p>HMI are expected to use evidence and knowledge to provide accurate, expert, insightful and professional advice or judgements, which are based on clear and incisive thinking.</p> <p>They identify priorities and gather and analyse evidence to evaluate options before arriving at well-reasoned, justifiable decisions. Decisions take account of deep analyses of evidence and data.</p> <ul style="list-style-type: none"> ▪ Ability to use data and other evidence to formulate hypotheses and questions. ▪ Ability to weigh up complex and conflicting evidence, reach robust judgements and record these. 	<p>Essential</p>	<p>Assessment/ Interview</p>

<p><i>Competency – Judgement and effective decision making continued</i></p> <ul style="list-style-type: none"> ▪ Ability to adopt a cost effective approach to the use of resources. ▪ Ability to assess the impact of evidence on likely outcomes for pupils and identify an appropriate plan taking into account the wider context. 	<p>Essential</p>	<p>Assessment/ interview</p>
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Section 3: Terms and conditions

Job title:	HMI, Social Care
Grade:	HMI
Salary:	£67,665 per annum, rising to £72,665 on successful completion of probation. Opportunity for further annual recompense for National Lead responsibility on successful completion of probation. Performance related pay and awards also available for outstanding achievement.
Location:	Home-based
Basis:	Permanent
Hours:	Full-time
Travel requirements:	Significant national travel and some overnight stays

Allowances:

The post holder will receive an annual home based working allowance.

In addition to this, inspectors may apply for a vehicle user allowance if they use their personal vehicle as their primary mode of transport when travelling on Ofsted business.

Please note:

This is a non-reserved post under the Civil Service Nationality Rules and is therefore open to UK, British Commonwealth and European Economic Area (EEA) Nationals and certain non EEA members subject to immigration requirements. For the most up-to-date information on the requirements of working in the UK, please go to the UK Border Agency website:

<http://www.ukba.homeoffice.gov.uk/visas-immigration/working/>.

Section 4: Benefits

Ofsted is committed to maintaining employee health and wellbeing, whether it is physically, emotionally, financially or socially, and offers a range of benefits to support employees in this. Such benefits include the option to join the Civil Service Pension Scheme, professional and personal development opportunities, 32.5 annual leave days per annum (plus eight days public holiday) and counselling and advisory services for you and your family.



Safer recruitment

Our commitment

We put children and learners' wellbeing at the heart of everything that we do and, therefore, 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

- Your identity must be confirmed by sight of original official documents such as a Birth Certificate and photo identification such as a Passport.
- Original documents relating to all professional qualifications required to fulfil the post must be supplied.
- Full employment and education history since leaving secondary education must be provided. All gaps in employment and education history will be scrutinised by the selection panel to ensure there are no causes for concern.
- We will request a minimum of two references covering at least the last three years. The identity of all referees will be verified and they will be asked to comment on your suitability for the role you are applying for.
- We will consult any relevant records we hold which may provide additional 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. Guidance will always be provided in your application 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, information you provide us with will be treated in confidence and in full accordance with legal requirements. For all roles which require a Disclosure and Barring Service check, this will be clearly outlined in the job specification.

You do not have to consent to these checks. However, if consent is withheld or revoked at any stage, we will be unable to proceed with your application.

All Ofsted employees are expected to understand their duties and responsibilities in relation to safeguarding children, young people and vulnerable adults. For those who are successful in joining Ofsted, 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](#).