SELECTION CRITERIA

**POST: Designated Safeguarding Lead**

**DEPARTMENT: Care Services**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential Criteria** | **Desirable Criteria** | **How & When** |
| **Education / Qualifications** | * Health or Social Care professional qualification for example Registered Nurse
* Educated to first degree level or equivalent in relevant subject
* Evidence of experience in safeguarding policy and practice (in addition to mandatory requirements) including MCA, DOLS and PREVENT
* Trained to a minimum of Level 3 Safeguarding Adult and Children
 | * Level 4 Safeguarding (or willingness to work towards)
* PREVENT qualification
* Palliative care qualification
* Best Interest Assessor
* Teaching qualification
* Knowledge of CQC regulation and Charity Commission requirements
 | Application Form Certificates InterviewProfessional portfolio |
| **Skills / Abilities** | * Excellent influencing/communication and facilitation skills
* Ability to advise and support staff regarding adult and children safeguarding issues/concerns
* Leadership and change management skills
* Ability to work without direct supervision and within timescales
* Good organisational, problem solving and time management skills
* Computer literate
* Good presentation and report writing skills
* Is able to demonstrate practice around information sharing and risk assessment for safeguarding
 | * Experience of using SystmOne
* Project management skills
* Advanced communication skills training
 | Application FormInterviewReferences |
| **Experience** | * Significant experience of dealing with a variety of safeguarding issues in an adult care setting
* Line management experience
* Experience of undertaking Mental Capacity Act Assessments & completing Deprivation of Liberty Safeguards (DoLS) applications
* Experience of MDT/Multi-Agency working
* Experience of writing policies/procedures
* Experience of 1:1 and group teaching
 | * Understanding of safeguarding within the charity sector and non clinical elements of the organisation
* Experience of working with volunteers
 | Application FormInterviewProfessional portfolio |
| **Knowledge** | * A good understanding of the care environment and the issues within both clinical and non-clinical areas relating to safeguarding risks
* Understanding of Safeguarding Adults & Children policy & practice
* Sound knowledge of current issues/legislation in relation to safeguarding, MCA and DoLs
* Knowledge and understanding of PREVENT
* Understanding of equality and diversity
* Knowledge of appropriate regulations – e.g. CQC/charity commission
 | * Understanding of the safeguarding role in an adult palliative care setting
 | InterviewApplication form |