SELECTION CRITERIA

**POST: Designated Safeguarding Lead**

**DEPARTMENT: Care Services**

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|  | **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  Interview  Professional 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 Form  Interview  References |
| **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 Form  Interview  Professional 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 | Interview  Application form |