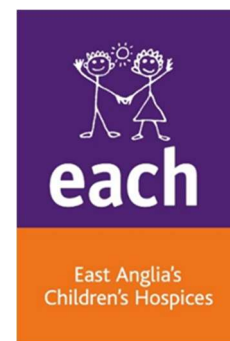


East Anglia Children's Hospices - EACH

Job Description



Job Title: Safeguarding Lead

Responsible to: Head of Care & Wellbeing Operations

Directorate: Care

Job Summary:

Lead in the provision of expert knowledge and advice on safeguarding at EACH. Ensure consistent safeguarding, policies and procedures are implemented in accordance with current legislation. Ensuring staff are equipped and supported to maintain high standards of safeguarding practice, overseeing and providing the safeguarding training provision for EACH employees and volunteers.

Actively involved in the strategic planning and service developments alongside the EACH Executive Safeguarding Lead (Director of Care) ensuring compliance and best practice in accordance with national and local requirements.

Develop and maintain processes and procedures for safeguarding babies, children, young people and adults at risk of harm or abuse ensuring accountability and oversight of safeguarding at EACH to minimise risk.

Responsibilities

- Act as the Designated lead professional role for Safeguarding Children and Adult responsibilities across EACH (specialist level 4 trained)
- Maintain oversight of EACH safeguarding activity, including where appropriate case management and maintenance of the EACH safeguarding log.
- To work closely with the Registered Managers at each site to support the local safeguarding leadership role.
- Act as an expert resource, providing specialist knowledge advice and support on all aspects of safeguarding to staff and volunteers, within Care and other directorates, including retail.
- Provide direct involvement in complex safeguarding matters, including multi-agency cases.
- Lead and monitor identified case reviews and action plans.
- Ensure EACH visibility and contribution to relevant multi agency safeguarding forums.

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- Contribute to the development of any Safeguarding Children and Safeguarding adults related documents that guide practice, including the EACH safeguarding policy and standard operating procedures.
- Ensure risk management processes are followed that provide assurance that safeguarding arrangements, processes and practice are in place.
- Ensure accurate reporting of safeguarding incidents, enabling insights and analysis to support governance, quality improvement and board assurance.
- Provide relevant reports as required, including quarterly reports for the board and ICBs.
- Provide an active key role in the Local Safeguarding Children Partnership Boards (LSCPBs) and ensure EACH attendance at relevant external meetings.
- Disseminate national and regional guidance/recommendations i.e. NICE etc., regarding Safeguarding People and interpret for local implementation.
- Provide advice on court related issues such as writing of witness statements, coroner inquest reports, care proceedings, custody arrangements or criminal statements regarding parental issues.
- Lead and monitor the implementation of an overall safeguarding quality improvement programme incorporating both internal priorities and recommendations from Child Safeguarding Practice Reviews, Domestic Abuse Related Death Reviews, LeDeR and Safeguarding Adult Reviews.
- Responsible for ensuring effective processes are in place for safeguarding supervision for care staff.
- Be responsible for developing and delivering the safeguarding training programme, identifying improvements and updates relevant to new legislation and best practice.
- Lead and ensure completion of related internal Safeguarding Audits.
- Lead and ensure participation in Section 11 audits with relevant ICBs.
- Be the organisational link in with the LADO / PiPoT.
- Be the organisational Prevent Lead.
- To support the Mental Capacity Act and Deprivation of Liberty compliance and best practice.

Communication

- Communicate complex and sensitive information effectively.
- Ensure staff complete compliant and high standards of safeguarding documentation within patient records, supporting the provision safeguarding reports as required.
- Provide board assurance reports and presentations as required.

Professional development

- Maintain own professional development and participate in the EACH appraisal process.
- Participate in clinical supervision on a regular basis.

General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations and values as below.
- Actively support and promote EACH and all its policies.
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Act as a representative of EACH by championing our mission and values and supporting an inclusive and respectful working environment for all.
- The role of volunteers is integral with the work of EACH, and employees are required to underpin this in their attitude and actions.

EACH - Values

Empathy, understanding and inclusion

Understanding the views and feelings of others is central to our work relationships and how we interact daily. We actively encourage unique perspectives, backgrounds, and experiences of others, fostering an environment where all voices feel valued.

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

Open, respectful and accountable

We operate in an honest, respectful and collaborative way, encourage open constructive feedback and celebrate diverse viewpoints. We are mindful of the power of our words, actions and biases, and hold ourselves accountable to ensure a safe and inclusive environment for everyone.

Make it happen

We are empowered to take responsibility for getting things done.

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

East Anglia Children's Hospices - EACH

Person Specification



Job Title: Safeguarding Lead

	Essential	Desirable
Knowledge/ Training	• Safeguarding children level 4 trained • Registered Nurse, Social worker or health professional. • Current NMC Registered/Social Work England/HPC • Evidence of safeguarding professional development • Degree in relevant subject or equivalent experience	• Health Visitor and/or Specialist Degree in Community or Public Health • Evidence of Masters level study or equivalent or recent demonstrable commitment to embark on further education • Child protection qualification • Supervision qualification • Teaching qualification
Experience	• Experience in working with babies, children, young people and their families with complex needs • Experience of holding safeguarding responsibilities at a management level within a relevant setting • Experience of working at a strategic level to develop safeguarding services • Experience of working with vulnerable families and initiating safeguarding procedures • Experience of working with complex health and social care systems • Experience of delivering training • Experience of audit processes • Experience of report writing • Experience of using Microsoft Office applications, particularly Outlook, Excel, Word and Teams	• Clinical Supervision qualification • Experience of working with looked after children • Experience of project management / change management • Experience of being a Prevent Lead.

Skills & Abilities	• An ability to write, interpret and communicate complex information and provide analysis • Effective written and verbal communication skills with the ability to engage with staff at all levels, regulators, families, and external stakeholders. • Ability to analyse issues and think critically • Ability to build and maintain effective working relationships. • Ability to provide expert advice and be prepared to challenge in a multi-agency context. • Specialist knowledge of the Children Act, Working Together 2023, The Care Act 2014, Human Rights Act 1998, • Specialist knowledge of children's health and development and the nature of children's and adult's maltreatment • Awareness of inclusion issues, particularly around disadvantaged groups. • Able to maintain effectiveness and professional judgement when working in emotionally demanding, complex or changing environments. • Demonstrates insight into their own strengths, development needs, values and impact on others.	• Competence to undertake management case reviews and serious case reviews
Other Requirements	• Ability to travel across the three EACH hospice sites, sometimes at short notice.	