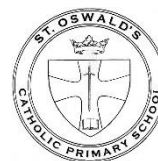


St Oswald's Catholic Primary School



Person Specification: Strategic Lead for Safeguarding

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet all the essential elements of these attributes to be suitable for short listing.

E= essential D=desirable

Attributes	Requirements	Method of Evaluation / Testing
Qualifications & Training	<ul style="list-style-type: none"> • Excellent standard of education, minimum A level standard E • Degree D • Relevant safeguarding training E • Additional training in wellbeing & mental health D • Relevant experience in social care role D • Proficiency in the Graded Care Profile D 	Production of original qualification certificates, application form and interview.
Knowledge & Experience	<ul style="list-style-type: none"> • Experience of managing safeguarding in a school or other relevant organisation E • Working and communicating effectively with relevant agencies E • Demonstrable evidence of developing and implementing strategies to help children and their families E 	Interview, application form and references.

	<ul style="list-style-type: none"> • Expert knowledge of legislation and guidance on safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies E • Ability to work with a range of people with the aim of ensuring the safety and welfare of children E • Knowledge of the responsibilities and expectations in the government green paper on mental health in school D • Experience of building relationships with children and their parents, particularly the most vulnerable E • Awareness of local and national agencies that provide support for children and their families E • An excellent understanding of safeguarding issues E • Recent work with children and families E • Experience of working in an educational environment, school experience would be an advantage. D • Knowledge of social care and childcare legislation and practice E • Knowledge of children’s development needs through work with parents and carers. E • Awareness of the understanding of the positive impact of intervention to support children and families under stress. D • Knowledge of positive parenting strategies D • Knowledge of how to deal with distressed or bereaved children D • To understand issues around school attendance and be able to address these issues with families. D • To understand the EHAT process. E • To have had experience working with support agencies E 	
<p>Skills & Personal Qualities</p>	<ul style="list-style-type: none"> • Proven excellent attendance record E • Excellent communication and interpersonal skills both verbally and in writing E • Excellent oral, written and listening skills for a range of audiences E 	<p>Interview, application</p>

	<ul style="list-style-type: none"> • Ability to relate well to children and adults. E • Ability to organise and prioritise workload. E • Flexibility, common sense and initiative E • Ability to remain calm and maintain appropriate boundaries E • Ability to understand triggers, causes and presentation of challenging behaviour E • Ability to communicate a vision and inspire others E • Ability to deal with a variety of people in a sensitive and diplomatic manner E • Ability to keep detailed records and keep paperwork up to date E • Ability to take minutes and chair meetings E • Demonstrate a high regard for the confidential nature of the work E • Patient, tolerant, sensitive non- judgemental approach when dealing with people E • Ability to build effective working relationships with staff and stakeholders E • Display a friendly and approachable manner E • To demonstrate a sense of humour and a genuine interest for the welfare of others E • Excellent record keeping skills and attention to detail, in order to produce reports, take minutes of meetings, and document safeguarding concerns E • Good IT skills E • Uphold and promote the ethos and values of the school E • Act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school E • Commitment to equality E • Commitment to maintaining confidentiality E 	<p>form and references.</p>
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