

Designated Safeguarding Lead - Person Specification

A safeguarding lead plays a crucial role in ensuring the safety and well-being of individuals, especially where vulnerable people are present. To be effective in this role, a person should possess a specific set of skills, qualifications, and personal qualities. Below are some person specifications Maybridge Community Church will be looking for in the Safeguarding Lead:

Essential

Education, Qualifications and Experience:

Confident to lead and influence others and be prepared to deal with difficult situations and people. You also need to be organised and able to create clear systems and processes, as managing safeguarding concerns and tracking actions is the main part of the role.

Interpersonal Skills:

Excellent communication skills, including the ability to communicate sensitively and effectively with individuals of all ages and backgrounds.

Empathy and compassion for vulnerable individuals and an understanding of their needs.

Teamwork:

Ability to work collaboratively with colleagues, external agencies, and stakeholders to ensure a coordinated approach to safeguarding.

Organizational Skills:

Strong organizational and administrative skills, including the ability to manage and prioritize multiple cases and tasks.

Analytical Skills:

Strong analytical and problem-solving skills to assess safeguarding risks and develop appropriate strategies.

Confidentiality:

High degree of integrity and a commitment to maintaining strict confidentiality when handling sensitive information.

Cultural Sensitivity:

Cultural competence and sensitivity to work effectively with people from diverse backgrounds.

Supervisory Skills:

The role will involve managing safeguarding with two others, a children's worker and a youth worker. The ability to lead and supervise staff involved in safeguarding activities.

Continuous Learning:

Commitment to staying updated on current trends, research, and best practices in safeguarding.

Adaptability:

Ability to adapt to changing circumstances and respond effectively to emergent safeguarding situations.

Commitment to Ethical Standards:

A commitment to upholding the highest ethical standards in all safeguarding activities.

Documentation Skills:

Proficiency in maintaining accurate records and producing clear and concise reports.

Conflict Resolution Skills:

The ability to manage and resolve conflicts or disputes related to safeguarding issues.

Leadership and Advocacy:

Willingness to take a leadership role in promoting a culture of safeguarding within Maybridge Community Church. It is expected that this person is a Partner of Maybridge Community Church and is committed to its core values and beliefs.

References:

Strong references attesting to the candidate's suitability for the role.

Desirable**Education, Qualifications and Experience:**

You don't need to have previous experience or qualifications in safeguarding to be the safeguarding lead. Knowledge of safeguarding guidance and procedures is helpful, but you can learn this through training. However, it would also be helpful if you have had experience in leading one of the following groups - children work, youth work, vulnerable adults, work with seniors.

Knowledge:

Understanding of relevant legislation, policies, and guidelines related to safeguarding, child protection, and adult safeguarding.

Knowledge of risk assessment and risk management processes.

Understanding of Church Culture:

An understanding of the nuances of safeguarding in a church setting and particularly Maybridge Community Church.

These person specifications are designed to ensure that the safeguarding lead is well-equipped to protect and support vulnerable individuals within Maybridge Community Church and to uphold the highest standards of safety and care.