



PERSON SPECIFICATION

Deputy Designated Safeguarding & Family Liaison Lead

FACTORS	ESSENTIAL	DESIRABLE	MEASURED BY
TRAINING AND QUALIFICATIONS	<ul style="list-style-type: none"> GCSE in English and Math's at Grade C / level 4 or equivalent Currently qualified as a Deputy Safeguarding Lead or held a previously accredited safeguarding qualification. Safeguarding training - multi agency working. 	<ul style="list-style-type: none"> Additional qualifications as evidence of supporting children and/ or their families with additional needs Diploma in Social Work with children and family to Level 4. 	Application form
EXPERIENCE	<ul style="list-style-type: none"> Evidence of experience of working with children and families in difficulty and crisis Experience of multi-agency working including childcare, health and social care Experience of Safeguarding Procedures Working as part of a team 	<ul style="list-style-type: none"> Minimum of 3 years' experience of working in a DSL role within a school or other organization that deals with children and young adults. Experience of using Attendance systems within schools Experience of working with children in the primary phase Experience of working with people with mental health problems 	Application form Selection procedure References
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> Demonstrate competence in written and verbal communications, including the communication of highly complex/sensitive information. The ability to identify examples of poor practice and to raise concerns promptly and coherently through the DSL and Headship Team. Experience of developing and maintaining effective relationships and liaison with outside agencies and families, focusing at all time of the welfare of the child. Experience of creating and maintaining robust and GDPR compliant safeguarding records, manual and computerized. Detailed knowledge and experience of relevant legislation, policy, practice, guidance and good safeguarding practice. Knowledge of issues affecting families and parenting needs of children. Experience of using problem solving skills to ensure the best outcomes for the child/family are achieved. Ability to keep up to date with legislative, policy and guidance developments in safeguarding. Excellent ICT skills and the ability to write concise summary reports regarding safeguarding issues and associated interventions. 	<ul style="list-style-type: none"> Knowledge of Special Educational Needs and Education Health Care Plans Positive Behavior Management strategies. An understanding of the needs and difficulties which people with mental health problems or other disabilities face. Knowledge of available support services. 	Application form Selection procedure References

PERSONAL QUALITIES	<ul style="list-style-type: none"> • An interest in and ability to work with children and families with, or at risk of developing, mental health problems. • An ability to interact effectively with staff from all disciplines and agencies. • An ability to work independently and on own initiative; reliably and consistently with work agreed and managed at regular intervals. • Professional appearance, conduct and attitude • High expectations of self and children • Willingness to attend further training as required by the School. • Being able to work flexibly by prior agreement • Awareness of equal opportunities; health and safety. • Sensitivity • Self- motivated • Ability to promote inclusion for all pupils 		Application form Selection procedure References
INTEREST AND MOTIVATION IN THE JOB	<ul style="list-style-type: none"> • Keen interest in professional and personal development • Engages fully in strategies designed to move the school forward • Has initiative and is willing to share ideas 		Application form Selection procedure