**JOB DESCRIPTION**

**Job:** Safeguarding Social Worker

**Office Location:** National/flexible

**Reports To:** Head of Quality and Safeguarding

**Hours of Work:** 37.5

**Supervisory Responsibilities:** No

**Travel Required:** Yes

**PURPOSE OF THE ROLE**

You will be instrumental in delivering a service which will contribute to the best outcomes for the children and young people who are Educated within the Compass Community Group. Through working with colleagues within the service and partner agencies you will ensure we are able to provide support and protection for children and young people.

* To independently continuously review safeguarding arrangements provided to children and young people which leads to a positive and lasting difference to children’s lives.
* To review all allegations made against staff
* To review risk management plans for children and offer support where required to improve the skill of assessing risk
* To provide training where required on safeguarding children
* To investigate complaints and allegations across Education and where necessary in other services
* To ensure that safegaurding processes are embedded and adhered to across the service which exceeds regulatory standards and requirements and keeps the children and young people in our care safe whilst driving a programme of work that measures children’s outcomes in a meaningful way.
* To work in partnership with the school and team to minimise risk by ensuring regular reviews are in place
* To deliver workshops where appriopriate to improve awareness of the role of safeguarding
* To understand and contribute to the organisations’ strategic plan by ensuring that all stakeholders understand and values Compass’ overriding commitment to children, their safety and the belief that embedding a safeguarding culture will drive organisational growth and development at all levels.

**KEY RESPONSIBLITIES**

* To work in collaboration with the operational collegues to ensure that safeguarding practice and quality standards are adhered to and underpinned by continuous improvement
* To review education systems that record safeguarding incidents and events monthly
* To visit schools regularly
* To take the role of safeguarding governor
* To mentor, support and challenge where safegaurding requires improvements
* To ensure that all paperwork produced in each service is to a high standard and evidences that children and young people in our care are being looked after safely.
* To drive a safeguarding culture and help create an environment of continuous improvement where safety is demonstrated through robust quality assurance and compliance processes which includes the recruitment, induction, supervision and appraisal process in line with organisational policy.
* Ensure that recording and documentation demonstrates social work theory and practice, underpinned by analysis of information, inquisitive questioning and on-going reflective practice.
* To ensure that communication and decision making in relation to quality and practice is effectively cascaded, monitored and reviewed in order to drive business and practice growth.
* Demonstrate commitment to group learning and a feedback loop to respond to “lessons learnt” within the Compass Community.
* To continually support the development of management information systems to ensure that safeguarding is managed effectively.
* To advise and recommend strategies and policy developments to support and develop safegaurding across the group.

**PERSONAL SPECIFICATION – ROLE SPECIFIC**

* Degree or equivalent social work qualification.
* Significant experience in safeguarding roles and the management of complaints and allegations
* Membership of relevant professional body.
* Excellent knowledge of the inspection framework
* Knowledge of childcare legislation; specifically the Regulations and Standards for Residential Children’s Homes and Fostering
* Enthusiasm for developing and improving the groups services to Good/Outstanding Ofsted rating.
* Understanding of Health and Safety legislation and their role in protecting the health, safety and wellbeing of colleagues and others.

**Managing Change**

* Encourages innovation and positive change in services;
* Exhibits ability to manage change constructively;
* Effectively communicates the reason / need for change, involving others in the process and assessing the impact of change.

The details contained in this Job Description is not an exhaustive list of duties and you will be expected to perform different duties commensurate with the level of the post as required by the organisation and the overall objectives of the group. The nature of the organisation means that tasks and responsibilities are sometimes unpredictable, therefore colleagues are expected to work flexibly when the occasion arises. Travel is expected as part of this role including travel to other Compass Community offices.

*June 2021*