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| C:\Users\jsingleton\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\H11PKNFR\Sits Vac Header 54027 2017 Mono.jpg   |  |  | | --- | --- | |  |  | | **JOB TITLE** | **AREA OF WORK** | | Student Support and Safeguarding Officer – Fixed Term  Part time – 14.5 hours  Term time only – 39 weeks | Safeguarding, Support and Welfare  Based at the Preston Campus  (but may be required to work at other centres as required) | | **SALARY** | **BENEFITS** | | £23202 to £26674 per annum, pro rata,  relating to qualifications and experience,  plus holiday entitlement  To be paid over 12 equal monthly payments | Local Government Pension Scheme  Payment for holiday entitlement will be incorporated into annual salary based on a pro rata of a full time equivalent holiday entitlement of 26 days, rising to 31 days following 5 years’ service plus Bank Holidays | | **LINE MANAGER(S)** | **LINE MANAGER FOR** | | Director of Student Support and Welfare  Safeguarding and Support Manager | N/A | |
| The Safeguarding and Support Officer will be instrumental in the delivery of a range of therapeutic, safeguarding and welfare strategies with students, including assessment and intervention, in line with Keeping Children Safe in Education and other legislative and best practice guidance.  The post holder will play an active role within the Safeguarding and Support Team, working collaboratively and professionalism with pastoral, curriculum, inclusive learning, residential and business support staff, maintaining links with external agencies and families in order to maintain a culture of vigilance and responsibility, maintaining the safest possible environment for all our students.  The Safeguarding and Support Officer will support the work of the Designated and Deputy Safeguarding Leads, ensuring and supporting compliance with Safeguarding Policies. This will include responding to and managing safeguarding cases, attending meetings including multi-agency meetings off site and virtually, liaison with families and external agencies and key safeguarding partners.  To report to the Safeguarding and Support Manager and therefore the Director of Student Support and Welfare.  The scope of the job includes all students at all centres of learning including work-based students.  . |
| To support the Designated and Deputy Safeguarding Leads and other Safeguarding officers in the robust application of the College Safeguarding Policy, Keeping Children Safe in Education and other safeguarding policies and practice.  Respond to and prioritise matters of safeguarding, child protection and wellbeing concerns as they arise and are reported and will do so in a timely manner.  Work to engage students, families and carers of our students and working as part of multi-agency teams with external agencies to improve outcomes for students.  Provide support, advice, assessment, planning and intervention on individual cases, carrying out appropriate assessments, identifying levels and type of risk or concern and intervention.  Utilise assessment tools for effective assessment of need and intervention (eg DASH, Brook traffic light tool / inappropriate sexualised behaviour, continuum of need, request for support forms, MASH referrals and other local authority and agency assessment, neglect assessment framework).  Refer students to statutory agencies as appropriate in line with policy, local procedures and legislation and signpost students and their families to other agencies/support groups.  To create and monitor individual care plans and risk assessment for identified students. Utilise safety plans (such as papyrus safety plan) to build effective and safe mental health support plans for the student.  Formulate College student support plans in partnership with the student and disseminate to internal and external personnel as required, providing holistic mental health support for students.  Contribute to the completion of safeguarding risk assessments.  Be competent in the use of safeguarding reporting and recording systems.  Be able to write clear and accurate reports for meetings and safeguarding conferences.  To arrange, be an active participant and be able to lead internal and external meetings for students, such as Child protection, Child in Need, Early Help, Personal Education Plans and Children Looked After reviews. Act as Lead Professional for Early Help Plans.  To manage a caseload of students, providing high quality safeguarding assessments and interventions, working with students, families, carer, College teams and external agencies.  To carry out direct work with individual or groups of students using a range of support strategies including around a range of pastoral and safeguarding issues including emotional wellbeing and mental health.  To meet with Assistant Heads of area, Curriculum, inclusive learning teams and the Residential Support team on a regular basis to monitor any students of concern.  Maintain accurate and timely records on the College electronic student record systems, Promonitor, CPOMS and following up any actions. Maintain other records as appropriate to maintain timely recording of concerns, interventions including attendance at and minutes of meetings.  Attend and input into College team meetings as appropriate including representing student support in performance management meetings and team quality monitoring reviews as appropriate.  Be instrumental in the promotion of health, wellbeing and safeguarding.  Plan and facilitate a range of awareness sessions, develop and share resources around a range of health and wellbeing, safeguarding and support areas.  Attend parents’ evenings, other internal and external meetings and other well-being events.  Consult with the rest of the safeguarding team within the College to achieve best outcomes and best practice for students.  Actively and positively engage in supervision.  Undertake in training and actively identify areas of training need amongst staff and for themselves and undertake to develop and pursue training in these areas.  Work with sensitivity, compassion and transparency keeping the best interests at the centre of the work at all times.  Promote the College values:  - Respect for yourself, each other and the environment  - Welcoming, honest and inclusive  - Happy, safe and supportive culture  - Inspiring learners and staff to be the best they can be  - Positive and innovative  To promote Equality, Diversity and Inclusion at every opportunity specifically the FREDIE principles – Fairness, Respect, Equality, Diversity Inclusion and Engagement principles.  Promote College sustainability policies and strategies by personal commitment and lead by example.  To be vigilant in relation to the College’s approach to Reduce, Reuse and Recycle ethos.  Take an active role in all team activities to ensure full compliance with agreed safety, quality and environmental standards and expectations.  Participate in staff review and development in line with College needs. Agree objectives with the Line Manager and ensure they are achieved.  Maximise effective use of time and personal ability.  Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults at all times in line with the College’s own Safeguarding Policy and practices.  Work flexibly within own range of competence, undertaking the appropriate training and development to extend skills and abilities to meet the needs of the College.  Be committed to working towards the implementation of equality of opportunity in both service delivery and employment. The College’s mission and strategic objectives directly support this aim. All employees are required to support this aim and its implementation pro-actively.  Must be thoroughly aware of College Health and Safety policies and procedures and attend any mandatory health and safety training appropriate to their role and ensure that employees within their responsibility are also made aware of these policies and procedures and any mandatory training relevant to their role. They must also seek to ensure appropriate implementation of such policies and procedures across all areas of their responsibility.  Ensure all accidents and near misses are recorded and reported following College procedures. |

**EMPLOYEE SPECIFICATION**

(A) Assessed via Application form ( I ) Assessed via Interview

(P) Assessed via Presentation in interview (T) Assessed via Test

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| **ESSENTIAL CRITERIA:** | **DESIRABLE CRITERIA:** |
| ***Personal Attributes*** | |
| Presentable and professional appearance (I)  Ability to work as part of a team (A/I)  Self-aware and self-managed (A/ I)  Be able to work with autonomy and independence (A/I)  Team member (A/I)  Reliable and responsible (A/I).  Assertive and persistent (I)  Positive attitude (I)  Appropriate level of resilience (I)  Honesty and integrity (I)  Appropriate level of physical and mental fitness (PI) |  |
| ***Attainments*** | |
| GCSE English and Maths at Grade C/4 or above (or an equivalent standard) (A/I)  Safeguarding experience (A)  Experience of supporting young people with social, emotional, mental health interventions within the 14 – 25 age group (A)  Knowledge of relevant legislative safeguarding guidance and practice within further education settings (A/I)  Knowledge of a wide range of issues, strategies and interventions to promote health, wellbeing and safeguarding. (A/I)  Understanding of the safeguarding and welfare issues and potential outcomes faced by students in a College setting and the impact on them including their engagement in learning. (A/I)  A good working understanding of Microsoft office products, such as word, excel, teams, outlook (A) | Health, education, social care or other relevant specialist qualification or experience.  Mental health qualification / experience  Counselling qualification / experience  SEND/ ASD qualification / experience.  Behaviour modification techniques  Knowledge of Further and Higher  education establishment and procedures  Knowledge of educational or organisational student /client record systems  Knowledge and understanding of ACEs and trauma informed practice.  Experience of Virtual learning environments and intranet systems.  Ability to use social media for sharing key messages and information. |
| ***General Intelligence*** | |
| Analytical, professionally curious, logical thinker and good assessment skills (A/I)  Ability to use initiative (A/I)  Solution focussed (I) | Good understanding of the education system |
| ***Special Aptitudes*** | |
| Approachable and polite with all levels of students, families, staff and agencies (I)  Ability to undertake multiple tasks, prioritise and work to deadlines (A/I)  Accuracy to details and diligent (A/I)  Evidence of continuous professional development (A/I) |  |
| ***Interests*** | |
| Interest in the support of students and ways in which College can improve the student experience and positive outcomes (A/I) |  |
| ***Disposition*** | |
| Excellent interpersonal skills (I)  Approachable (I)  Person centred approach (I)  Team player (I)  Flexible (I) |  |
| ***General*** | |
| An understanding of health and safety requirements of a working environment (A/I)  An understanding of the wider context of safeguarding and its importance within the College \* (A/I)  An understanding of the FREDIE Principles (Equality, Diversity and Inclusion issues) within an educational context (A/I) |  |
| ***Circumstances*** | |
| Willing to apply for Disclosure & Barring Service clearance at Enhanced level (A/I)  Possess a current driving licence and car driver(A/I)  Ability and willingness to work flexibly (I) |  |

\*Interviews will explore issues relating to safeguarding and promoting the welfare of children, including motivation to work with and ability to form and maintain appropriate relationships and personal boundaries with children and young people together with emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

**TERMS AND CONDITIONS**

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| **JOB TITLE** | **AREA OF WORK** |
| Student Support and Safeguarding Officer – Fixed Term  Term time only – 14.5 hours  (39 weeks per year) | Support & Development |
| **SALARY** | **HOURS OF WORK** |
| £23202 to £26672 per annum, pro rata,  relating to qualifications and experience,  plus holiday entitlement  Actual salary will be calculated based on 39 weeks per year, to be paid over 12 equal monthly payments | 14.5 hours per week  Term time only – 39 weeks  34 weeks of the academic calendar plus 5 weeks at the discussion and agreement of line manager to meet the needs of the service. |
| **ANNUAL LEAVE ENTITLEMENT** | **PENSION** |
| Payment for holiday entitlement will be incorporated into annual salary based on a pro rata of a full time equivalent holiday entitlement of 26 days, rising to 31 days following 5 years’ service plus Bank Holidays | Local Government Pension Scheme  Up to £14,600 pa 5.5% Employee  £14,601 to £22,800 pa 5.8% Employee  £22,801 to £37,100 pa 6.5% Employee  £37,101 to £46,900 pa 6.8% Employee  £46,901 to £65,600 pa 8.5% Employee  £65,601 to £93,000 pa 9.9% Employee  £93,001 to £109,500 pa 10.5% Employee  £109,501 to £164,200 pa 11.4% Employee  £164,201 or more pa 12.5% Employee  14.2% Employer  You will automatically become a member of the LGPS |
| **PROBATIONARY PERIOD** | **DRESS CODE** |
| A probationary period of nine months applies to new entrants to the College | All post holders are expected to be of a professional and presentable appearance |
| **REFERENCES / MEDICAL CLEARANCE / DISCLOSURE** | |
| The appointment is subject to the receipt of satisfactory references, medical clearance and Disclosure & Barring Service check/ISA (if applicable).  Occupational Sick pay is not paid during the first four months of service and thereafter is subject to the College’s Sick Pay Scheme  Should your application be successful you will be sent further details via email from eSafeguarding. They are the Registered Umbrella Body we have chosen to complete the Disclosure and Barring Service (DBS) process on your behalf.  Please note that all new employees of the College will be required to pay for their DBS check via eSafeguarding at the time of application (at present £40.00 for an enhanced level check). | |
| **COLLEGE VALUES** | |
| Promote the College values:   * Respect for yourself, each other and the environment * Welcoming, honest and inclusive * Happy, safe and supportive culture * Inspiring learners and staff to be the best they can be * Positive and innovative   ***Employees are expected to take responsibility for managing their own health, safety and wellbeing*.** | |

**DBS UPDATE SERVICE**

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| The Disclosure and Barring Service (DBS) update service lets applicants keep their DBS certificates up to date online and allows employers to check a certificate online. | |
| **BENEFITS TO YOU** | **HOW TO REGISTER** |
| * Saves you time and money * One DBS certificate may be all you will ever need * Take your DBS certificate from role to role within the same workforce * You are in control of your DBS certificate * Get ahead of the rest and apply for jobs DBS pre checked | You can [register online](https://secure.crbonline.gov.uk/crsc/subscriber) as soon as you have your application reference number. You can ask for the number when you apply for your DBS check.  Or you can wait and [register](https://secure.crbonline.gov.uk/crsc/subscriber) with your certificate number when you receive your DBS certificate. **If so, you must do so within 30 days of the certificate being issued.**  To check the progress of your DBS certificate use the [DBS tracking service.](https://secure.crbonline.gov.uk/enquiry/enquirySearch.do)  **Registration lasts for 1 year and costs £13 per year (payable by debit or credit card only).**  You’ll get an ID number with your registration that you need to log on to the service. Make sure you write it down. |
| **WHAT YOU GET** | |
| When you join, you’ll get an online account that lets you:   * Take your certificate from one job to the next * Give employers permission to check your certificate online, and see who has checked it * Add or remove a certificate | |