

Safer London

Job Description and Person Specification

Key Role Details

Job title: Deputy Head of Safeguarding

Location: This role is eligible for agile working

Reports to: Head of Safeguarding and Quality Practice

Contract: Permanent (subject to funding)

Hours of work: 21 hours per week, to be worked flexibly including some evening and weekends

About Safer London

Safer London is a leading charity working with young Londoners and their families affected by violence and exploitation. We believe that all young Londoners can have a positive and productive future. Whatever their history, when a child or young person comes to Safer London, they are just that – a child or a young person.

Safer London's vision is a city that is safe for all the children and young people who live here. By working alongside young Londoners, their families and peers, as well as the places where they live and spend their time, we can create a safer London not just for them but for everyone.

Safer London's engagement with the people, peers and places who access our services is underpinned by some core approaches to achieve sustainable success. Our model prioritises creating safe and trusted relationships, celebrating and building on strengths, and is informed by the identities and experiences of those we support. We recognise the importance of understanding and intervening in the contexts within which violence and exploitation occur and are committed to developing and embedding contextual safeguarding approaches into all aspects of our support and services.

Role Description

The Deputy Head of Safeguarding actively supports the Head of Safeguarding and Quality Practice to ensure the organisation operates to the highest standards around both children and adult safeguarding. The post holder will work across practice teams to ensure safeguarding responsibilities are fully embedded in practice, delivering timely, effective and consistent safeguarding responses.

Key responsibilities

1. Support the DSL in acting as a champion of the organisation's safeguarding policies and procedures to ensure all staff fully understand and are able to implement internal safeguarding processes at all times.
2. Undertake the duties of Deputy Designated Safeguarding Lead (DDSL) for Safer London.
3. Support all areas of practice relating to any safeguarding matters.
4. Offer expert advice in various internal meetings such as Allocations meetings and Case Review meetings, in line with Safer London's safeguarding responsibilities.
5. Deputise for the DSL in leading the organisation's response to Child Safeguarding Practice Reviews and similar processes.
6. Be the organisation's lead for relevant policies and procedures.
7. Assist with the development and delivery of Safeguarding training for all relevant individuals linked to Safer London, including Trustees, staff and volunteers.
8. Act as a strategic representative of Safer London supporting the delivery of organisational communications, events, training, workshops and seminars for key stakeholders, practitioners and young people when appropriate.
9. Positively contribute to the wider work of the organisation.
10. Undertake any other duties as required and commensurate with the level of this post.

Person Specification

Criteria	Essential/ Desirable	Application/ Interview/ Test
Skills and Experience		
Relevant qualification in youth work, social work or equivalent experience	Essential	A/I

Criteria	Essential/ Desirable	Application/ Interview/ Test
Experience of managing complex safeguarding issues with children, young people, and adults at risk - including being able to demonstrate effective partnership work	Essential	A/I
Experience of working with children, young people and/or vulnerable adults affected by violence and exploitation	Essential	A/I
Extensive experience of working collaboratively with external agencies	Essential	A/I
Extensive experience and demonstrable ability to understand complex reporting requirements and systems	Essential	A/I
Excellent communication skills, both written and verbal, alongside experience of coaching peers around best practice	Essential	A/I
Excellence leadership and management skills	Essential	A/I
IT literate (Excel, Outlook, Word etc.) and experience of using databases	Essential	A/T
Knowledge		
Demonstrable knowledge of best practice around working with children, young people and/or adults affected by violence or exploitation – with clear evidence of the understanding of the impact on boys and young men	Essential	A/I
Knowledge of good practice in relation to working with children and adults in line with Pan London Safeguarding protocols and across multiple systems	Essential	A/I
Knowledge around best practice and the importance of good quality case recording	Essential	A/I
Values and Attitudes		
Commitment to equity, diversity and inclusion, and experience of applying these principles in the workplace	Essential	A/I
Ability to demonstrate, with examples, your alignment to Safer London's values	Essential	I/T
Able to prioritise own workload and able to work without close supervision	Essential	I/T
Ability to be flexible with work location	Essential	A/I
Excellent written and verbal communication skills in virtual and in person settings.	Essential	A/T

Additional Considerations

- An enhanced DBS will be required.

- The successful candidate may be required to travel to different locations around London.
- The successful candidate may occasionally be required to work evenings or weekends.
- Safer London is an agile working organisation. This means employees are able to work from different locations, e.g. from home, our office premises and community locations such as libraries/co-working spaces. Agile working arrangements will be agreed with the line-manager.