

## JOB DESCRIPTION

### **Multi-Disciplinary Safeguarding Training Officer** Aberlour Futures



## JOB PURPOSE

Aberlour Futures are commissioned by Aberdeen City Council to provide a Multi-Agency Safeguarding Training Programme for all staff in the NHS, Police, Education, Social Work, Early Learning and Childcare services. This Training Programme equips them to deliver their responsibilities in line with legislation and guidance relating to Getting it Right for Every Child and safeguarding children and young people.

## PRINCIPAL ACCOUNTABILITIES

To Work collaboratively with key officers of Aberdeen City Council's Multi-Agency GIRFEC Improvement Group, the Child Protection Committee, Learning and Development Sub Committee; and the child protection improvement programme to design and develop the Multi-Agency, Multi-Disciplinary Safeguarding Training Programme.

To provide a learning and development programme that:

- Develops a shared understanding of cross organisational practice/culture
- Raises awareness of the imperative for better integrated working
- Develops a shared understanding of the values pertaining to GIRFEC and the protecting & safeguarding agenda
- Promotes and supports The Promise Scotland
- Supports the required change in practice outlined in The Children and Young People (Scotland) Act and associated Statutory Guidance
- Raises professional awareness of significant harm and how professionals require to respond to protect and safeguard children
- Is flexible and responsive to the needs of the Partnership.

To develop and design course materials across key areas of practice, supporting continuous professional learning:

- The development and presentation of courses which are recorded and accessed by participants online for self-directed learning in the following areas : Safeguarding and Managing, Recording and Sharing Information
- Introduction to Safeguarding Children-
- Assessing & Planning with children & Young people
- Risks, Analysis & Thresholds
- Managers course-Early Intervention
- Effective Chronologies
- Supporting the delivery of child protection training courses in partnership with other L&D colleagues

Contribute to strategic development and priorities of the Local Outcome Improvement Programme in relation to Aberdeen's children and families through participation in:

- The Child Protection Committee's Learning and Development Sub Committee and child protection improvement programme
- The GIRFEC Improvement Group

### **SCOPE OF PLANNING AND ORGANISATION**

The workload is planned in advance and prioritised in agreement with ACC Service Manager; the Child Protection Committee's Learning and Development Sub Committee and the Aberlour Futures' Service Manager.

Proposed changes to the agreed work plan will be discussed and agreed through the involvement of the Service Manager and key Aberdeen City Council Officers.

The line manager is available at all times to provide advice, information, guidance, and support.

The post holder's progress will be assessed through production of evaluation reports to Aberdeen City Council and other stakeholders as required.

The post holder will attend regular Aberlour Futures' team meetings to maintain good communications within the service and help to develop the service aims.

### **SCOPE OF JUDGEMENT AND DECISION MAKING**

The post holder will work closely with the appropriate Aberdeen City Council Officers in prioritising tasks, making decisions, and exercising judgement to ensure delivery of agreed targets.

The post holder will report on progress to the CPC Learning and Development Sub Committee including barriers to implementation identified through training delivery and participant feedback.

The postholder will work collaboratively with all agencies in all sectors to promote effective multi – disciplinary working.

The post holder would be expected to seek advice in relation to issues that are outwith practice norms or planned delivery.

### **LOCAL CONTEXT**

The Children and Young People (Scotland) Act 2014 advocates that all children and young people should have access to help and support when they need it. The Act has enshrined GIRFEC into statute.

It is imperative that all Partners have a consistent understanding of policy and practice relating to GIRFEC to support effective partnership working. All partners require a firm knowledge of how their complementary roles support delivery of GIRFEC as an Integrated Children's Service.

Similarly, partners require to have a consistent understanding of “Child protection” and the broader safeguarding principles. This requires awareness of the range of relevant legislation and guidance, such as the National Guidance for Child Protection in Scotland 2021, the National Practice Model (GIRFEC) and three key pieces of legislation; the Children (Scotland) Act 1995, the Children’s Hearings (Scotland) Act 2011 and the Children and Young People (Scotland) Act 2014. Professionals require to be aware of the range of options available on a single or multi-agency basis in order to best protect and safeguard children in Aberdeen

Child Protection procedures seek to address the acute needs of children at risk of significant harm. Significant harm is not defined in legislation. It is necessary, then, for professionals to appreciate the diverse manifestations of significant harm to any individual child and to have the confidence to raise a concern, whatever that may be in relation to any child.

The Promise Scotland as it relates to care experienced children and young people is built on five foundations: family, voice, care, people, and scaffolding.

## **RELATIONSHIPS**

### **Internal**

- Work collaboratively with Aberlour colleagues and wider Aberlour staff as identified.
- Liaise with the Learning and Development team to access appropriate training programmes.

### **External**

- The Child Protection Committee’s Learning and Development Sub Committee and child protection improvement programme
- The GIRFEC Improvement Group
- Build, develop and maintain partnerships and networks with key stakeholders to ensure achievement of shared objectives, (for example, Education and Social Work CPD staff).
- Attend training events, conferences, and networking opportunities

## **QUALIFICATIONS**

Educated to degree level (at or above SCQF level 9) in health care, social work, early learning and childcare, education, or community learning and development.

## **EXPERIENCE**

- Working experience of children’s services and multi-agency working.
- Using training and human resource development practice to inform development of training programmes
- Managing and delivering staff development training.
- Delivering face to face to and online training

## **KNOWLEDGE/SKILLS**

### **Skills**

- Knowledge of Children’s Services.

- Good presentation, organisation, time management skills
- Excellent written and communication skills
- Ability to remain task-focused
- Ability to work on own initiative within a specified work plan
- Ability to collate, analyse and interpret information
- Ability to co-ordinate delivery and validation of training and staff development programmes
- Ability to develop and maintain training/development information/database
- Ability to lead and develop professional thinking and commitment to develop collaborative practice
- High degree of computer literacy – use of MS Office suite including Word, Outlook, Excel, PowerPoint, and Access
- The delivery of online training via TEAMS
- The delivery of Face-to-Face training

### **JOB CHALLENGES**

The need to work effectively with multi-agency partners to deliver common goals

Keeping abreast with all relevant changes in Legislation and policies to Children & Young People on a local and national level.

The need to organise and prioritise and retain large amounts of information for immediate retrieval, especially when training a large group.

To work flexibly on occasions at evenings and weekends in order to provide access to training programmes.