

Safeguarding Manager

Job Level	5	Job Reference No:	10451
		Role Review Date	December 2023
Directorate	Internal Services	Function	Professional Services
Service		Reports to	Head of Safeguarding

Scale and scope of role

Direct Reports	6 (with possibility of up to 8)	Indirect reports	0
Budgetary responsibility/ accountability	0	Accountable for other resources	0

Context

We help anyone, anywhere in the UK and around the world, to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **fundamental principles**: humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

Purpose of the role

Leads a team of safeguarding advisers who are the main source of support, advice and expertise for safeguarding in the British Red Cross. Advises and supports the Head of Safeguarding to ensure that the BRC has appropriate safeguarding arrangements in place. The safeguarding assurance team provide standardised, high-quality guidance and support to all of our people, and senior management, as required (including out of hours) to ensure that all safeguarding concerns are: responded to effectively; recorded accurately; and, actions arising

from these concerns, including statutory notifications, are completed in a timely and appropriate manner.

The team ensures our safeguarding concerns support, guidance, escalation, oversight and reporting in the UK and internationally is as robust and responsive to operational/ service needs as it can be. They will offer support to colleagues engaged in similar safeguarding and protection work overseas as appropriate.

Key Responsibilities

Senior Organisational Adviser

- Advises and supports the Head of Safeguarding in developing and establishing BRC's approach to safeguarding.
- Advises on training needs and development, providing training where appropriate.
- Provides safeguarding advice and support to senior staff in complex incidents.
- Manages and supports a team of advisers to ensure that all safeguarding concerns are responded to appropriately, including referrals to statutory agencies.
- Provides supervision and support on complex/challenging safeguarding concerns including to prevent loss of life and mitigate significant organisational risk.
- Supports investigations as safeguarding expert.
- Identifies and reports safeguarding insights, trends, themes and lessons learned that are acted upon.
- Complete regular audits of the Datix incident management system to ensure exceptional quality and standardisation of casework and organisational risk management

Risk Mitigation

- Plays a lead role in maintaining and reviewing BRC's plan for safeguarding.
- Plays a lead role in ensuring that safeguarding risks are appropriately identified, managed, escalated and reported on across the BRC.
- Works in close conjunction with the Standards and Learning Managers, to develop and drive adoption of safeguarding policies and procedures across the organisation.
- Actively participates in internal projects established to solve business problems or compliance issues, thereby reducing safeguarding risk.
- Supports compliance programmes as safeguarding expert to drive learning and improvement.

- Supports British Red Cross services with their programme design and modelling to ensure good safeguarding practice is embedded and known risks mitigated before service implementation
- Produce regular, standardised, high quality safeguarding reports with thematic analysis for the whole organisation to provide assurance, highlight themes, track trends and changes and drive continuous improvement
- Jointly responsible for the development and maintenance of BRC policy, procedure and safeguarding guidance across the organisation
- Support the organisation's PREVENT lead with the identification of cases and convene and chair the Confidentiality and Disclosure Panel alongside International Humanitarian Law

Relationship Building and Networking

- Plays a role in ensuring that everybody in the organisation understands BRC's approach to safeguarding and knows what to do if they have a concern.
- Collaborates with colleagues across professional services and internal services to ensure efficiency, effectiveness and good customer experience.
- Build and maintain effective relationships across BRC to ensure the safeguarding assurance team is used effectively and appropriately
- Work in partnership with the Head of Safeguarding to oversee safeguarding serious incidents and support teams to carry out investigations
- Works with service specific national management teams to improve directorate specific safeguarding practice and engagement
- Line-management and leadership of a remote, and experienced team based across the UK with extensive multi-disciplinary backgrounds in health and social care, education, criminal justice and third sector support.
- Build and maintain relationships with external bodies, partners and senior representatives for safeguarding in statutory and non-statutory organisations

Leadership Behaviours:

- Authentic, consistent and honest leader
- Actively listens and allow others to be heard.
- Adaptable to changing needs, pressures and opportunities.
- Empowers others based on skills and expertise.
- Dynamic, inclusive, compassionate and courageous

- Responsibility for recruitment, supervision and management of team
- Leads weekly case review sessions to drive best practice and consistent working
- Focusing on people in crisis
- Embracing and leading change
- Communicating and influencing
- Leading and engaging
- Solutions focused

Team Member:

- Actively participates in all team meetings.
- Supports other team members.
- Work and behaves in accordance with all BRC policies and procedures.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamic).

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre- engagement checks

Criminal Records

Type of criminal record checks required for this role

England and Wales - Disclosure and Baring Service Check (DBS)
> Enhanced for children and adults
Scotland
> Enhanced for children and adults (or equivalent)
Northern Ireland
> Enhanced for children and adults (or equivalent)

Drivers Checks

> No

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Person Specification

		Requirement	Evidence obtained through Shortlisting (S) Interview (I) or Assessment (A)		
			S	I	A
Knowledge and Skills	Essential	• Knowledge of UK legislation, government guidance and national frameworks for safeguarding children and adults at risk	S	I	A
		• Knowledge of international guidance and practice around safeguarding, including PSEA	S	I	A
		• Knowledge of roles and responsibilities of international, national and local key safeguarding agencies, including social services and the police	S	I	A
		• Knowledge of social service processes for the assessment and referral of safeguarding concerns	S	I	A
		• Ability to work with conflict and emotionally distressing matters, whilst paying close attention to detail in reading and interpreting information	S	I	
		• Ability to advise and support individuals at all levels of an organization	S	I	
		• Strong communication and influencing skills	S	I	A
		• Proficient in Microsoft 365 and other IT software	S	I	A
			S		A
	Desirable	• A relevant professional qualification relating to safeguarding	S		
Experience	Essential	• Experience of leading/managing safeguarding in a large organization	S	I	
		• Experienced team leader	S	I	
		• Experience safeguarding adults and children at risk of abuse or harm	S	I	
		• Experience working with external agencies on managing safeguarding incidents	S	I	
	Desirable	• Experience working in a social care or health setting	S		

Behaviours	<ul style="list-style-type: none"> • Seeking insight – Digs deeper and supports others to makes best use of information: > Supports others to make the best use of the information available and drawing on different sources to develop new courses of action > Asks a range of questions, from different sources, to get at the root of a situation or problem and explore possibilities > Calls on others who are not personally involved, to get an independent perspective, background information, experience, etc. > Does not always stop with the first answer; demonstrates curiosity and tenacity • Working collaboratively - Creates and maintains a diverse range of long standing, strategic, mutually beneficial partnerships: > Builds wide-reaching, diverse connections with a shared understanding of needs and goals > Creates collective commitment to goals across a wide range of different partners > Helps create joined-up collaborative solutions across partners > Builds a shared and compelling sense of purpose across a range of partners. • Communicating and influencing - Takes multiple steps to communicate and influence > Uses appropriate British Red Cross communication tools and channels to deliver multiple messages to a range of stakeholders, clearly and effectively > Influences others using compelling, well thought through arguments to build support and engagement > Provides explanations, raises awareness of issues and sends consistent messages in order to support progress • Solutions focused - Constructs and customises solutions and makes plans: > Is able to analyse and evaluate a broad range of in-depth and detailed information > Thinks through the consequences of implementing different options/solutions > Supports solutions or proposes alternative solutions with rational, logical and well thought out options > Finds different ways to construct and customise solutions, including finding and building on existing experience and good practice > Seeks others' perspectives and involves them in seeking solutions > Supports others to understand ways to balance critical and appreciative approaches. 		
Additional requirements	Essential	<ul style="list-style-type: none"> • Ensures inclusive practice and promotes diversity • Ability to travel around the UK (and possibly internationally) as needed (limited requirement) 	
	Desirable		

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act) who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.