

Child Safeguarding Competences for Staff who Work with Children and Young People ¹

These competences have been designed as a way of determining what behaviours, knowledge base and competencies would be appropriate for staff who work with children and young people to demonstrate. Please refer to them when devising person specifications, as part of the induction process and also as part of the performance management of staff. The accompanying Red Flag Behaviours should also be used by managers to intervene at the earliest possible point if such inappropriate behaviours are demonstrated by staff.

- Emotional Awareness
 - o Aware of the range of emotions in self and others
 - o Demonstrates empathy for the concerns of others
 - o Listens to and understands directly and indirectly expressed feelings
 - o Encourages others to express themselves openly
 - o Manages strong emotions and responds constructively to the source of problems
 - o Listens to personal comments without becoming defensive
 - o In highly stressful situations, keeps own feelings in check, takes constructive action and calms others down
 - o Has a range of mechanisms for dealing with stress, can recognise when to use them and does so
 - o Shows respect for others' feelings, views and circumstances

- Working within Professional Boundaries
 - o Accepts responsibility and accountability for own work and can define the responsibilities of others
 - o Recognises the limits of own authority within the role
 - o Seeks and uses professional support appropriately
 - o Understands the principle of confidentiality
 - o Demonstrates professional curiosity

- Self-awareness
 - o Has a balanced understanding of self and others
 - o Has a realistic knowledge of personal strengths and weaknesses
 - o Can demonstrate flexibility of approach
 - o Shows a realistic appreciation of the challenges of working with this client group

- Ability to Safeguard and promote the welfare of children and young people
 - o Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances

¹These Child Safeguarding Competences draw on information found in the toolkit 'Safe Recruitment and Selection for Staff Working in Child Care' developed by the Scottish Recruitment and Selection Consortium and were devised with the support of the Cambs. Local Children's Safeguarding Board's Safe Employment Steering Group and Marian Mair, Organisation Development Manager for Cambs. County Council.

- o Has a good understanding of the safeguarding agenda
- o Can demonstrate an ability to contribute towards a safe environment
- o Is up-to-date with legislation and current events
- o Can demonstrate how s/he has promoted 'best practice'
- o Shows a personal commitment to safeguarding children

See Appendix A Below for Red Flag Behaviours

Appendix A

Red Flag Behaviours re: Child Safeguarding Competences for Staff who Work with Children and Young People²

Managers should intervene at the earliest possible opportunity if it becomes apparent that a member of their staff is demonstrating any of the behaviours below:

- Allows a child/young person to be treated badly; pretends to not know it is happening
- Gossips/shares information inappropriately
- Demonstrates inappropriate discriminatory behaviour and/or uses inappropriate language
- Dresses in away which is professionally inappropriate
- Does not treat children fairly—demonstrates favouritism
- Demonstrates a lack of understanding about personal and professional boundaries
- Uses his/her position of trust to intimidate, threaten, coerce or undermine
- Engages in inappropriate social relationships with children/young people which give rise to concerns such as encouraging children/young people to visit to an employee's home, sending text messages, emails etc. where this is not expected as part of a professional relationship as it is with a link or foster carer
- Has secrets with a child/young person and/or encourages the child/young person not to share information about activities with trusted others.
- Seeks out unnecessary opportunities to be alone with a child/young person

²These Red Flag Behaviours were developed with the help and support of the Cambridgeshire's Local Children's Safeguarding Board's Safe Employment Steering Group.