

Brief for external Safeguarding Lead to work with us from June 2019 to May 2022

1 Introduction

CSTM has been working with homeless people in central London for over 100 years. Services have grown in scope and sophistication over that time. We provide services for around 4,000 people each year, many of whom are vulnerable and with complex needs. We regularly encounter issues such as severe and enduring mental health problems, addictions, financial abuse, abusive physical and sexual relationships, trafficking and self harm.

CSTM has recently reviewed our governance arrangements and put in place a sub committee to the main Board to review our policies, quality and compliance. This includes a number of core issues including our approach to Safeguarding.

In order to do the best job we can, rather than the statutory minimum, we are keen to develop our approach to safeguarding. We have recently reviewed and updated our policies and procedures. To do this, we have agreed to bring in a senior professional with significant experience and expertise in safeguarding to work alongside the Board and senior staff.

2 The role of Safeguarding Lead

The role, paid on a retainer basis for a three year period, would involve working alongside the Director of Services, Chair of the Quality, Policy and Compliance Committee and the CEO to create a plan to develop our approach to Safeguarding over a 3 year period. This plan will include:

- Building the capacity and expertise at a senior staff level for developing really good, effective safeguarding policy and systems lower down the organisation which reflect best practice, not just the statutory minimum;
- Creating depth of confidence within the Trustees (i.e. not just one or two people) through briefings, training and other advice to oversee safeguarding at a governance level;

The role will also include the following ongoing work:

- Undertaking an annual safeguarding health check and reporting to the Quality, Policy and Compliance Sub Committee and main Board;
- Attending the Quality, Policy and Compliance Sub-committee to advise on safeguarding development work and any specific issues;
- Being “on hand” to advise the CEO, Director of Services and Trustees if we have a major safeguarding incident.
- Leading a quarterly Safeguarding Forum with the internal Safeguarding Lead, other managers and frontline staff

The role would be remunerated at £6000 per annum for approximately 1-1.5 days per month – the working hours are likely to fluctuate across the year as dictated by demands within the role. The Safeguarding Lead must have a strong track record of developing excellent safeguarding systems,

extensive experience of handling complex safeguarding issues, the ability to coach and build capacity of senior staff and experience of working with Executive teams and/or Trustees at a governance level.

3 Recruitment to the role

Expressions of interest in this role will be considered through submission of a CV to charlotte.talbott@cstm.org.uk along with a letter of no more than 2 sides of A4 outlining how the brief we have requested would be met. Potential candidates will be interviewed by a panel comprised of a member of the Quality, Policy and Compliance sub-committee to the Board, the Director of Services and the internal Safeguarding Lead.

The deadline for submission of expressions of interest is: Friday 29th March 2019

Interviews will take place on Tuesday 2nd April after 3:30pm with a view to the role commencing in May 2019.