



Falkland Islands Government – Job Description

Job Title:	Safeguarding Police Officer		
Department:	Emergency Services	Section:	Royal Falkland Islands Police/Social Services
Reports to:	Chief of Police		
Grade:	Falkland Islands Government Grade – E1	Job Code:	551C16

Job Purpose

The MASH Officer role is a new position and is designed to improve interagency working and ensure that information sharing is both efficient and effective to assist professionals to safeguard and protect children, young people and their families.

The postholder will review and supervise the risk in relation to safeguarding vulnerable individuals ensuring the appropriate police response, lawful information sharing and referral to other agencies.

Main Accountabilities:

Background

This is a new role that identifies the need for a dedicated police officer who has specialist knowledge in Public Protection and Safeguarding and can take the lead in both the development and provision of services relating to protecting the public.

This role will be part of a Multi-Agency Safeguarding Team (MAST) and will be based with the Social Services team. It is anticipated that this closer physical working environment will create a seamless delivery of services to the public. The officer will be managed day to day by the Head of Social Services but will receive policing supervision from their Supervising Officer within Royal Falkland Island Police.

Main duties will include:

- Responsibility for making safeguarding referrals to partner agencies and ensuring appropriate police response to crime related incidents.
- Managing and undertaking the process of receiving, recording and researching referrals related to safeguarding individuals from fellow police personnel, other agencies and the public.
- Promoting the efficient operation of the MASH by developing and sustaining an effective liaison with key Social Work and partner agencies to resolve issues at the appropriate level.
- Maintaining constructive relationships with a range of other professionals to ensure that safeguarding referrals are responded to robustly and are effectively signposted.
- Through liaison, discussion and research of appropriate data bases, collect and collate relevant information to the outcome of the referral.
- Recording, interpreting and presenting social care information and issues that can impact on the risk or needs assessment of the child/ren and family. This may involve disclosing proportionate and relevant information related to parents / carers or siblings.



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Main Accountabilities Continued:

- Escalating any episodes or ineffective safeguarding arrangements within or outside of the Social Services Department.
- Ensuring that clear, concise and accurate recording of work undertaken, and good electronic and paper file management is maintained ensuring compliance with relevant legislation, recording decisions made for auditing purposes.
- Informing the Head of Social Services where issues require escalation or the case is likely to attract public or media attention.
- Demonstrating awareness and understanding of equal opportunities and other peoples behavioural, physical, emotional, and social and welfare needs.
- Comply with relevant Health and Safety policies and procedures.
- Carry out any other duties which fall within the broad spirit, scope and purpose of the post and which are commensurate with the grade of the post.

Learning and Development

The post holder will also be required to:

- Keep up to date with issues which may impact or inform practice such as current and developing legislation changes, Force policy, joint agency protocols and reports by outside agencies that may impact the MASH Unit's work and ensure that any such changes are implemented.
- Identify their own individual learning needs and attend relevant training and development opportunities as recommended by the Supervisor.
- Supervise, manage and professionally develop staff, liaising with senior officers on operational and personnel issues. Monitor any welfare or training issues within the team and refer as appropriate, support, encourage and motivate staff by way of continual personal development to include the acquisition of appropriate skills, by way of timely and thorough completion of PDR's.
- Contribute to the planning and implementing of in-force and multi-agency training initiatives for MASH issues, delivering MASH presentations as required.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.



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Criminal Record Checks - This post is regarded as a sensitive post

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.



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Person Specification:	Safeguarding Police Officer		
Criteria	Essential	Desirable	Assessment Method
Education and Training:			
Rank of at least Detective Constable	✓		A
Recent minimum 5 years' experience working as a Detective Constable in a relevant field	✓		A
An up to date and recognised qualification in Achieving Best Evidence	✓		A
Able to drive with a full current manual driving licence.	✓		A
Knowledge, Skills and Experience:			
Previous experience of working effectively in a MASH hub.	✓		A/I/R
Excellent written and verbal communication skills appropriate for all audiences, including presenting reports and presenting evidence in court.	✓		A/I/R
Computer literate with the ability to use electronic databases to gather information from various sources	✓		A/I/R
Ability to work under pressure and under scrutiny such as within a small community	✓		I/R
A knowledge of, and ability to, operate within professional and ethical guidelines.	✓		A/I/R
The ability to collect and analyse complex information from multiple sources.	✓		A/I/R
Ability to effectively use Microsoft packages such as (Word, Excel, Powerpoint, etc).	✓		A/I/R
Able to engage sensitively with victims of crime and be able to communicate effectively with them.	✓		I/R
Able to consistently maintain high levels of personal responsibility, particularly confidentiality and the handling of highly sensitive information and intelligence.	✓		I/R
Possess excellent organisational and planning skills along with the ability to prioritise the workload.	✓		A/I/R
Ability to identify and apply relevant legislation or protocols.	✓		I
Ability to offer training on safeguarding should the need arise to multi agency partners	✓		A/I/R



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Person Specification:	Safeguarding Police Officer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills and Experience continued:			
Able to communicate effectively by telephone, in person and in writing both with persons within the organisation and outside the organisation and the ability to adapt style appropriately.	✓		AI/R
Comprehensive understanding of the roles of different agencies and how they work together.	✓		I/R
Understanding of the legislation and guidance relating to housing, education and health and how that impacts on safeguarding and promoting welfare.		✓	I/R
Ability to represent Royal Falkland Island Police effectively in the public arena.		✓	I/R
Personal Attributes:			
Resilient with robust personal mechanisms to manage emotive and traumatic information such as is the unique nature and demands of this role.	✓		I/R
Trustworthy and discreet as the post holder will be required to handle confidential and sensitive information.	✓		I/R
Proven ability to act with tact and diplomacy at all times.	✓		I/R
Possess an understanding of the impact of trauma and how to work with people suffering from the effects of traumatic events.	✓		I/R
Ability to work flexibly and be prepared to work outside the normal office hours on occasions.	✓		I/R
Able to attend meetings (in a timely manner) and work in a variety of locations both within Stanley and in Camp.	✓		I

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference