



Child safeguarding competencies for staff and volunteers who work with children and young people

These competencies have been designed as a way of determining what behaviours, knowledge base and competencies are expected to be demonstrated by staff who work with children and young people.

Motivation to Work with Children and Young People

- Demonstrates appropriate motivation for wanting to work with children and young people which is centred on meeting the child or young person's needs rather than on the worker meeting their own needs
- Shows the capacity to reflect on own personal history and on how experiences of growing up have shaped their value systems and attitudes in relation to the capacity to safely and appropriately care for children and young people
- Shows a realistic appreciation of the challenges of working with this client group

Emotional Awareness

- Aware of the range of emotions in self and others
- Demonstrates empathy for the concerns of others
- Listens to and understands directly and indirectly expressed feelings
- Encourages others to express themselves openly
- Manages strong emotions and responds constructively to the source of problems
- Listens to personal comments without defensive
- Manages conflict effectively
- In highly stressful situations, keeps own feeling in check, takes constructive action and calms others down
- Has a range of mechanisms for dealing with stress, can recognise when to use them and does so
- Shows respect for others' feelings, views and circumstances
- Is sensitive to the needs of the children and/or young people in their care and can evidence such when an intervention is required.

Working within Professional Boundaries and Self-Awareness

- Demonstrates professional curiosity
- Demonstrates a clear understanding of what is appropriate and inappropriate professional practice towards a child and /or young person
- Accepts responsibility and accountability for own work and can define the responsibilities of others
- Recognises the limits of own authority within the role
- Seeks and uses professional support appropriately
- Understands the principle, and knows the limits of, confidentiality
- Can respond to a child and /or young person's issues around their sexuality or sexual concerns in a bounded, professional manner
- Has a balanced understanding of self and others
- Has a realistic knowledge of personal strengths and weaknesses
- Can demonstrate flexibility of approach
- Has the self-awareness and ability to resist the temptation to enter into an inappropriate relationship of any kind with a child, young person or any member of their family

Ability to Safeguard and Promote the Welfare of Children and Young People

- Demonstrates an appreciation of the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances
- Has a good understanding of the safeguarding agenda and can demonstrate how such knowledge has been used in relation to a child and/or young person
- Can demonstrate an ability to contribute towards a safe environment
- Can be clear about any practices which they consider to be risky for the child or young person and takes appropriate action
- Is up-to-date legislation and current events
- Can demonstrate how she/he has promoted 'best practice'
- Shows a personal commitment to safeguarding children