

Independent Listener

Job Description

Job Title
Independent Listener
Salary
Voluntary Role
Responsible to
Head of Boarding

Job Purpose
The Independent Listener is a person outside the staff and those responsible for the leadership and governance of the school, who boarders may contact directly about personal problems or concerns at school (as described within the National Minimum Standards for Boarding). The role is voluntary.

Main responsibilities and duties
• Promoting and safeguarding the welfare of children and young person for who you are responsible and with who you come into contact • Take into account the school's view on the student's needs, as well as the student's wishes and views • If contacted by a student, they should provide an opportunity for them to talk through problems and issues in a safe and non-discriminatory manner • Encourage the students to participate in decision affecting them • Keep accurate and confidential records bearing in mind some students wish to remain anonymous • Safeguarding and child protection issue arising from conversations with students should be reported immediately to the Designated Safeguarding Lead (DSL) • Provide feedback to the Director of Boarding for reports, reviews and other meetings • Work in a child-centred manner, being clear about confidentiality and where boundaries lie • Know the identity of the school's Designated Safeguarding Lead and Deputy • Proactively be alert to indicators of potential safeguarding issues and report these immediately in accordance with the school's procedures • Be aware of the school's Safeguarding Policy and follow its requirements • Attend training relating to Safeguarding of Children provided by the school if required • Engage in safe practice and professional conduct to safeguard children and to mitigate against the potential for misunderstandings or situations being misconstrued • The school is fully committed to safeguarding the welfare of children and young people and expects the same from its volunteers, employees and representatives • The Independent Lister must be child focused however sympathetic they may be to other points of view • In bringing this autonomous perspective, the Independent Listener must behave in an anti-

discriminatory manner. The Independent Listener is not expected to accept unquestioningly what those responsible for the child tell them is in the child's interest, but should remain open-minded and foster a healthy scepticism

Key Contacts and Relationships
Pupils, Boarding Staff

Special notes of conditions
To take responsibility for upholding and complying with the Trust's Equality and Diversity policies and for behaving in ways that are consistent with fair and equal treatment for all. To comply with General Data Protection Regulations and maintain awareness of Trust policies and procedures in this area. The post-holder must at all times carry out their responsibilities with due regard to Trust policy, organisation and arrangements for Health and Safety at work.

Review
This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post-holder's professional responsibilities and duties.

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Person Specification

Category	Essential	Desirable
Qualifications	• Qualifications in counselling or other relevant disciplines	
Knowledge, skills and experience	• An understanding of Good Care Practice and Principles • An appreciation of the Children Act 1989, the Children Act 2004 and the National Minimum Standards and other relevant legislation • An understanding of safeguarding risks to students and that there must absolutely no guarantee of secrecy • An understanding and appreciation of the difficulties caused by living away from home • Excellent communication and interpersonal skills, including the ability to work and communicate with young people • Ability to work in a way that promotes the safety and wellbeing of children and young people	
Interpersonal and communication skills	• An understanding and empathy of the needs of school age children and adolescents • The ability to work flexibly with a variety of children and adults	
Additional requirements	• Able to display an awareness, understanding and commitment to the protection and safeguarding of children. • Commitment to maintaining confidentiality, discretions and tact at all times. • Must satisfy relevant pre-employment checks including DBS clearance and Right to Work in the UK • 2 professional references	