JANEEN FEARON

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I am a very driven professional who has over twenty years’ experience of working in Safeguarding and Child Protection within the Education sector, Social Care, Children's charities/Youth organisations, and housing.

I have good working knowledge of safeguarding legislation as well as local policies and procedures for protecting children, young people, and adults at risk. I have a strong background in low-intensity therapy and social pedagogy.

I am experienced in identifying organisational strengths and areas that require service development in relation to quality assurance and safeguarding.

I have a keen eye for detail and take a meticulous approach when delivering organisational outcomes.

I hold skills in change management and can inspire staff to work together to develop their practice values and attributes.

**Qualifications**

* GNVQ Level 1 Health and Social Care 2001
* NVQ level 2 Early Years and Education -2002
* NVQ level 3 Early Years and Education 2003
* Diploma in Counselling Children and Adolescents 2014
* Level 4 Higher Level Teaching Assistant Diploma 2015
* Diploma in Social Work Studies 2016
* BSc (Hons) Business and Health Care Management 2021- In Progress

**Training**

* Social Pedagogy Training 2014
* Drug and Alcohol Misuse 2015
* Mental Health Studies –Suicide, Violent Behaviour and Substance Misuse Course 2015
* Safeguarding Children from Abuse by Sexual Exploitation 2016
* Crisis and Aggression Limitation and Management 2015
* First Aid 2019
* FGM Training 2018
* Talking to children about emotional resilience and self-harm 2018
* Supervision skills and managing staff performance 2019
* GDPR Training 2019
* Safer working Practice 2018
* LSBC Level 3 Safeguarding Training 2019
* Safeguarding and Domestic Violence Training 2019
* Deprivation of liberty Safeguards Training 2019
* Safer recruitment in Education Training 2019
* Human Trafficking and Modern Slavery Training 2019
* Change Management Training 2019
* Manual Handling Level 2 2021
* Challenging Behaviour 2021
* First Aid 2021
* Safeguarding Looked After Children 2021
* Physical Intervention Training 2021
* Child Safeguarding Level 4 Advanced Course 2021
* Mental Health in the Workplace How To Support Employees 2021
* Harmful Sexual Behaviours Level 2 2021
* Adverse Childhood Experiences 2021
* Corporate Mental Health and Wellbeing Training 2021
* CBT Training 2021 (Accredited by the association for psychological therapies)
* Life Coach Certificate 2021

**Memberships/ Certifications**

**SACPA –** Safeguarding and Child Protection Association

**ACMAH-** The Association for child and adolescent Mental Health

**WORTHY METHOD CERTIFIED –** Worthy Coach Certification 2023

**Work Experience**

**Global Safeguarding, Personal Development and Wellbeing Chair ICG (Voluntary Non-Executive)**

***(2023- to Date)***

* To support the Chief Executive and Executive Directors in the governance and stewardship of the organisation.
* To Provide strategic advice and guidance on issues relevant to Safeguarding, Wellbeing and Personal Development
* Attending and contributing to the regular Board of Chairs and Advisory meetings
* Ensuring the effectiveness of the board in implementing company strategy.
* Sourcing up-to-date information and data to assist with accurate decision-making of the board.
* To be an active representative of both management and shareholder interests.

# Personal Development and Well-being Coach

# Conscious Connect Coaching

# *(2022- to Date)*

* Gauging clients' requirements and how coaching might best address these.
* Supporting clients with goal setting, personal growth, and behaviour modification
* Delineating clients' goals through ongoing one-to-one sessions and group workshops.
* Identifying internal and contextual roadblocks, and then devising plans to ameliorate these.
* Teaching useful emotional and behavioural regulation techniques.
* Collaborating with clients to develop action plans that centre on the actualisation of their stated ambitions.
* Evaluating clients' advancement toward goal actualisation.
* Encouraging continued and sustainable progress.
* Help to produce and tailor resources and training materials for coaching programmes.

# Trainer/Assessor Residential Childcare (Children’s Homes)

# Care First Training

# *(2022- To 2023)*

# •Responsible to the Centre Manager for ensuring the timely and accurate delivery of Qualifications/Frameworks through training and assessment and in line with the Company Quality Procedures.

# • To carry out workplace assessments for apprentices and funded work-based learners on Residential Childcare Level 5 qualifications

# • To induct candidates, including apprentices, and carry out Initial Assessment in accordance with the centres electronic process and in line with policy and Awarding Organisation guidelines.

# • To assess candidates’ progress in accordance with the centres policy and awarding body requirements.

# • To carry out assessments both in the candidate’s workplace and via remote assessment processes whilst adhering to the Awarding Organisation code of practice.

# • To prepare ILPs, carry out regular reviews with candidates in accordance with distance learning criteria.

# • To participate in the delivery of training relating to relevant workplace qualifications and additional programmes when required and to enhance learning with one-to-one tutoring.

# • Ensure candidates are tracking their ‘off the job’ training on apprenticeships

# • Prepare candidates for End Point Assessment (EPA).

# • To support the delivery of blended learning.

# • To support in the development of higher apprenticeships in the future.

# • To provide up-to-date knowledge about children’s residential care legislation

# • To participate in IQA activities with a willingness to gain these qualifications if not currently held

# • To keep and maintain accurate records of candidates’ progress within an electronic portfolio.

# • To complete, maintain and submit accurate records for all candidates, in line with contract requirements.

# • To support candidates to record and recognise ‘off the job’ training.

# • To regularly report to Team Leader on the progress of candidates.

# • To work to guidelines of the Centres’ Equal Opportunities and Health and Safety Policies.

# • To work to relevant Quality Assurance Standards.

# • To participate in the course review process.

# • To safeguard children and from harm and to report concerns in line with the centres safeguarding policy and procedures.

# • To ensure the confidentiality and security of all the center’s documentation and information.

# • To attend training/refresher courses and meetings as required

# • To co-operate and take part in the Centre’s appraisal scheme.

# • To work in line with the Centre’s mission statement.

# Safeguarding Officer

# A2Dominion Housing Group

***(2019- 2021*)**

* Being a subject matter expert on Quality Assurance Adult Safeguarding and Child Protection and mental capacity offering advice and guidance to service managers, senior practitioners, and front-line staff members
* Creating a risk-based approach to safeguarding, considering legal, regulatory, policy and external best practice.
* Effective at using Microsoft Office to analyse, communicate and present key information from a number of sources.
* An in-depth knowledge of current health and social care legislation and regulations across the UK
* Experience in designing, delivering, and managing a comprehensive safeguarding training programme for staff and volunteers.
* Developing or commissioning online and offline resources such as webinars, blogs, case studies, toolkits for housing teams.
* Knowledge of disability and special needs issues, and detailed knowledge and understanding of the barriers faced by disadvantaged groups.
* Demonstrating the ability to cultivate effective and productive working relationships with commissioners and other stakeholders across services.
* Managing a team of 20 Safeguarding champions across different sites.
* An understanding of contract and compliance requirements and homelessness prevention
* Demonstrating the ability to balance regulatory and legal requirements with the day-to-day needs of the organisation.
* The ability to plan and lead on the Modern Slavery Agenda ensuring clear and realistic milestones and success measures are achieved. The ability to provide advice /guidance and consultation on the modern slavery initiative to area managers, Heads of departments, and cross-functional teams.
* The ability to manage complex housing issues and to resolve landlord and tenant disputes relating to fire, health and safety, ASB, safeguarding, and welfare issues.
* The ability to design and maintain systems, policies, and processes in line with best practice.
* Managing work involving legal compliance and working with complex processes

# National Safeguarding Advisor, MSSC London (Marine Society and Sea Cadets)

*(2018– to 2019)*

* Strong people management skills, a firm understanding of contextual safeguarding, and the ability to lead, train, supervise, facilitate and motivate others.
* To manage risk assessment processes following periods of staff suspension due to allegations of misconduct
* Experience in implementing staff disciplinary processes.
* To be responsible for the collection of qualitative, quantitative, and impact data and effectively using the information for monitoring and evaluation purposes and service development
* The ability to complete company audits//self-assessments such as Section 11
* Sharing best practice knowledge and safeguarding guidance on complex safeguarding cases, ensuring that effective and positive outcomes are reached for children, young people, and vulnerable adults.
* Facilitating workshops, safeguarding steering groups providing casework support to managers, and providing coaching around contextual safeguarding
* The ability to review and improve existing: safeguarding policies, systems, and processes and ensure that they are fit-for-purpose to enable effective prevention of, response to, and learning from, safeguarding incidents.
* The ability to demonstrate a senior level of working in safeguarding with the ability to think analytically and strategically.
* Experienced in planning, implementing, and reviewing actions to remedy areas of development.
* Experienced in system functionality testing and data migration for improved digital safeguarding processes.
* An understanding of the requirements of the Data Protection Act and other related legislation, and the obligations on services in relation to managing and sharing client information.
* Experienced in making referrals to statutory agencies (including DBS, PVGS) and can attend strategy/professional meetings as appropriate.
* The ability to liaise with the local Prevent coordinators’, the police, local authorities, and existing multi-agency forums in all instances relating to the Prevent Duty