



consultancy services

Seamus Doherty

Specialist Areas

- Safeguarding
- Training and Development
- Facilitation
- Making Safeguarding Personal
- Social Care Consultancy and Support
- Social Care audits
- Partnership Working
- Domestic Abuse & Safeguarding

Summary of Experience

Seamus has 25 years' experience working in health and social care, delivering safe, high quality services that promote positive outcomes for service users and their families. Over the past 15 years he has worked as a Safeguarding Adults Co-ordinator for the London Borough of Harrow addressing thousands of cases referred under Safeguarding Policies and Procedures, working on some of the most complex issues, where no two cases are ever the same.

He learned early that people come with (and from) relationships, environments and circumstances that are as unique as their fingerprints and that each has their individual experiences, emotions, needs, desired outcomes etc. and that we must listen to each and every one.

He has developed a vast range of skills, knowledge, experience based upon a commitment and belief that no-one should have to experience any form of abuse; but when they do, that it is all our responsibility to ensure that they are supported in a manner that is right for them.

He is committed to Making Safeguarding personal, to person-centred and outcome-focussed responses that promote the development of services that work towards independence, wellbeing, choice, control, inclusion, dignity, respect and equality for all. Seamus understands that where services do not strive to attain such standards, (where leadership or governance is poor) or where staff are poorly trained or supported, that abuse can develop, but worse, go unchallenged and unreported.

His part-time employment as the Safeguarding Adults Co-ordinator at Harrow provides support to service users, (children and adults) staff, volunteers and the organisations that employ them (across all sectors and at all levels) to respond to safeguarding challenges, both operationally and strategically, and to effect positive outcomes for all those involved, whatever stakeholder role they may have.

In this role, he works with a range of external organisations and represents Harrow on the local MAPPA, MARAC, Prevent, ASBAG, Safer Harrow, Suicide Prevention, Hoarding Panel, CSE and Modern Slavery panels. He is also vice-chair of the London Safeguarding Adults Network; sits on the London Professional Steering Group which is a sub-group of the London Safeguarding Adults Board; sits on the London SAB Managers Network, the London Modern Slavery Network and he is one of 9 London Safeguarding Adult Review (SAR) Champions.

Seamus has also operated, part-time, as an independent Safeguarding Trainer and Consultant since 2013 and sits as an Independent Board Member (and safeguarding specialist) on the Safeguarding and Quality Committee of a National Housing Association. As a trainer and consultant, he has delivered a wide range of training courses, awareness raising sessions, conferences and consultancy services to National and International Training Companies; Local, National and International Charities; National and International Social Justice Organisations, Consultancy and Research Organisations; Religious and Faith Institutions & Organisations; 10 London Boroughs and a County Council.

His independent work has also included:

- Advice and support services to develop and strengthen frontline practice
- Development and support with Safeguarding policy, procedures and processes
- Serious Case Reviews / Safeguarding Case Reviews / Case Reviews
- Case file and practice audit
- Audit, review, design / redesign of Safeguarding systems and processes
- Design / redesign new ways of working, new tools, frameworks, products and ideas
- Design / redesign, deliver, implement and evaluate Training, Learning and Development programmes
- Design / redesign, deliver, implement and evaluate Quality Assurance and Performance Management Frameworks
- Assess readiness for inspections through Self-Assessment and Peer Review Work
- Coaching and / or mentoring services involving reflective case discussion and learning from practice

Summary of Employment

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| 2013 – | Independent Safeguarding Trainer and Consultant |
| 2004 – | Safeguarding Adults Co-ordinator , London Borough of Harrow |
| 2003 - 2004 | Deputy Manager Community Care Resource Centre , London Borough of Harrow |
| 1996 - 2001 | Manager Respite Services, London Borough of Harrow |
| 1994 - 1996 | Residential Social Worker, London Borough of Harrow |

Qualifications and Membership of Professional Bodies

Seamus gained the following qualifications at the Institute of Training and Occupational Learning (ITOL) between 2012 – 2014

- Advanced Certificate in Psychology for Learning Professionals (ACPLP)
- Certificate in Psychology for Learning Professionals (CPLP)
- Certificate in Coaching
- Certificate in Training & Development

He also has the following qualifications:

- A Certificate in Safeguarding Adults, Adult Social Care, University of Strathclyde (2011).
- A Diploma in Management Studies (2007)
- A Registered Managers Award (N.V.Q. Level 4) in 2004
- He is Institute of Occupational Safety and Health (IOSH) accredited (2002)

- A Postgraduate Certificate in Management (C.I.M.) Thames Valley University (1996)
- City and Guilds, Chef / Catering, Westminster College, London (1992)
- He has 7 A-Levels and 10 O-Levels (both from Scoil Chonglais, Ireland)