

Job Description

Job Title: Safeguarding Lead

Salary: DDAT Grade 11 - 12 £37,350 - £46,636 FTE - (depending on experience)

Hours per week: Full time - 52 weeks (Term Time Only Working will be considered)

Purpose

The Safeguarding Lead will oversee all safeguarding matters across the Trust and be the first point of contact for our schools. DDAT is a growing Multi Academy Trust, and this role will have the opportunity to eventually lead DDAT's Central Safeguarding Team, reporting to the Deputy CEO and with a wider accountability to the executive board and to Trustees.

The purpose of the role is to provide expert leadership for centrally-driven and Trust-wide safeguarding practice, providing a high level of quality assurance and accountability for keeping all children within DDAT safe so that they can learn, thrive and lead successful lives.

The aim of this role is also to secure the first strand of the Safeguarding Team's purpose: providing quality assurance and ensuring compliance in safeguarding matters across the Trust. With this as a starting point, the Trust can offer pupils, staff and communities the safe, happy and thriving schools they deserve.

The post doesn't have initial line management responsibilities but there is the potential to grow the team in subsequent years.

The post-holder will demonstrate the best example of DDAT's values, showing:

- Scholarship through a mastery of the safeguarding brief and best practice in child protection;
- Curiosity through seeking to understand the challenges our pupils and our safeguarding community face both in general and in individual circumstances;
- Tenacity through a determination to advance safeguarding practice in the best interests of children in DDAT's school and communities.

Key Responsibilities

- To lead on relevant policy development, including ownership of the Trust-wide safeguarding policy and contributing to reviews of wider policies
- To lead on reporting to the executive board and, alongside the Chief Executive, to Trustees on matters of safeguarding and child protection

- To lead the Trust's safeguarding quality- assurance activities, including through undertaking safeguarding and SCR audits and record reviews, identifying improvement priorities and driving remedial actions
- To own and develop the Trust's quality assurance framework and emergent DSL standards framework
- To promote the highest standards of safeguarding practice, including with senior colleagues and non- executives, leading on any cross-functional safeguarding activities in the Trust
- To support the Deputy CEO in regulatory assurance, for example in relation to Ofsted and complaints
- To engage in LADO investigations, as set out in the Trust's policies
- To oversee, lead and contribute to high quality safeguarding training across the Trust, including to senior leads and non- executives, trustees and Local Governing Bodies
- With the support of the Central Team, to convene and facilitate the safeguarding community network and events
- To provide supervision to Designated Safeguarding Leads across the trust schools using a 'hub' model and to facilitate the implementation of the model within our schools alongside the HR & Operations Teams.
- To lead on providing expert safeguarding advice to schools and central colleagues, including case mapping as and when required
- To support Senior Leaders, DSLs and others in forging partnerships with external agencies and parents/carers
- To oversee and facilitate the framework for post-incident and post-investigation reflection and improvements
- To support relevant curriculum and pupil voice developments as required
- To discharge the role's accountability to the executive board and Trustees through data collection, analysis and insights, including preparing high quality written reports and presentations
- To ensure all safeguarding policies and procedures are kept up-to-date, and relevant audit tools and risk logs are completed in a timely manner.
- To ensure all schools comply with safer recruitment procedures for new staff members and that their induction includes a specific focus on safeguarding as identified in the latest Keeping Children Safe in Education document
- To maintain awareness of current legislation, statutory and other guidance with regards to safeguarding, child and adult protection.
- To maintain awareness of current legislation, statutory and other guidance relating to data protection and the appropriate sharing of information.

- To establish and maintain positive working relationships with relevant statutory, voluntary and community agencies.
- To act in accordance with Trust policies at all times, ensuring a high standard of professionalism

Person Specification

Skills, Capabilities & Experience

Preferably hold a level 4 or equivalent qualification in one of the following: childcare, community work, advice and guidance, education, health, social care, youth work

Has up to date knowledge of relevant legislation and guidance in relation to working with and the protection of young people

Expert safeguarding knowledge (Staff, pupils and families)

Significant experience of safeguarding practices and procedures, ideally in an education setting

Experience of working at national / regional safeguarding / partnership system level

Experience of preparing / presenting complex reports & information at senior level

Ability to analyse and resolve complex issues, including conflict resolution

Knowledge or experience of working in a multi-academy trust or other group across more than one Local Authority area (desirable)

Learning disability knowledge and experience (desirable)

Ability to devise and deliver research-based CPD to a range of audiences

Experience of identifying levels of risk, vulnerability and needs

Ability to recognise and challenge poor practice and offer solutions

Ability to work sensitively with all those affected by issues of safeguarding

A methodical and efficient approach to tasks with the ability to work on own initiative with minimum supervision

Personal Attributes

Ability to provide calm, unequivocal up to date advice and support in highly charged or emotive situations

Have a demonstrable, passionate commitment to improving the lives and opportunities of children and young people

A demonstrable interest in research-based learning

A commitment to the Trust's co-operative ethical values and an understanding of how these can improve outcomes for children

Ability to develop, set and maintain high standards of personal, professional and ethical behaviour, which engenders the trust and respect of others

Excellent leadership, interpersonal and communication skills with the ability to demonstrate empathy, be non-judgemental and build trust

Ability to work with a high level of organisation, autonomy, manage own and service workload and work on own initiative

Accurate record-keeping and the ability to use IT systems to support efficient and organised working

Ability and willingness to work flexibly, to attend occasional meetings outside normal hours

Full clean driving licence is a must along with the ability & willingness to travel between schools.