



Job Description

School:	Bradstow School
Post Held:	Safeguarding Lead
Salary Scale:	PO3
Hours:	37 – All Year Round
To Whom Responsible:	Headteacher

Aim of the Post

The post holder will be the Designated Safeguarding Lead and will take the lead responsibility for Safeguarding and Child Protection across the organisation.

The post holder will be the first point of contact for staff and young people for all Safeguarding concerns.

The post holder will deliver impactful and supportive Safeguarding interventions working collaboratively with education and care staff working as a member of the Senior Leadership Team and reporting to the Senior Strategic Group. They will maintain our high-quality standard of Safeguarding organisation wide via continued review and improvement.

Duties Comprise:

- Nurturing and sustaining a Culture of Gentleness across the school community, providing a role model for children, young people and staff by working in ways that are attentive and responsive and intentionally apply Bradstow's vision statement, values and organisational behaviours.
- Acting as the school's Designated Safeguarding Lead and ensuring Child Protection policies and procedures are followed in line with legislation and guidance set out in The Children Act (1989) and (2004), Working Together to Safeguard Children 2013 and Children's Homes Regulations 2015, Keeping Children Safe in Education 2020 and National Minimum Standards.
- To understand and follow statutory guidance around allegations against staff within the children's workforce. This includes identifying concerns and making referrals to the LADO within 24 hours.
- Provide Safeguarding advice out of hours.
- Write detailed reports on Safeguarding concerns, interventions, summaries or actions and ensure all entries on My Concern are reviewed and the system is monitored and updated.

- Refer cases of suspected abuse to the Local Authority children's social care as required.
- To plan and deliver short-term Safeguarding interventions and professional development through 1:1 and group work for referred learners on a range of issues affecting young people, for example, Keeping Children Safe in Education, safer recruitment, suicide prevention, consent and healthy relationships, peer on peer abuse, e-safety, female genital mutilation, child sexual exploitation, and adult Safeguarding, and induction etc.
- Support staff who make referrals to Local Authority children and adult social care.
- Support the Senior Management Team and Human Resources Team to recruit across the organisation ensuring Safer Recruitment Practices are implemented.
- To work closely with the People Development Team to uphold a high standard of Safeguarding provision, including the delivery of relevant professional development throughout the year.
- Attend Safeguarding, DSL and Practice Development Team meetings to monitor and standardise practice, share information and good practice, and plan and implement improvements and lessons learned.
- Leading, managing, quality assuring and embedding Safeguarding elements of the Children's Homes Regulations and Minimum Standards.
- Supporting the Senior Leadership Team with Ofsted compliance.
- Refer cases to the Channel programme where there is a radicalisation concern as required.
- Support staff who make referrals to the Channel programme;
- Refer cases where a crime may have been committed to the Police as required.
- To remain up to date with all current and new statutory legislation, Safeguarding briefings and relevant guidance from the Local Authority
- Contribute to the School Improvement Plan and lead Safeguarding priorities.
- Supporting the continuous improvement of the Children's Homes and Registered Managers.
- Any other duties commensurate with the grade as directed by the line manager or Senior Strategic Group.
- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people.
- To ensure that the line manager/Headteacher is made aware and kept fully informed of any concerns which the worker may have in relation to Safeguarding and/or child protection.



Person Specification

This job description may be amended at any time after discussion with the post holder

Qualifications and Experience

Formal Safeguarding Qualification, i.e. Safeguarding Level 3 or Equivalent
Experience working in a Special Educational Needs School or Residential Children's Home

Experience in a Safeguarding Lead Role (as either Designated Safeguarding Lead, Deputy Safeguarding Lead)

Experience working with young people or adults with complex needs.

Experience working with external agencies such as LADO, Police and Social Services

Knowledge

In depth understanding of the statutory and regulatory frameworks for children's services (Education and Social Care).

Understanding the importance of good supervision.

Abilities and Skills

Proven experience with multi-agency working to achieve positive outcomes.

Able to lead reflective practice discussions

Good IT Skills including working a knowledge of Microsoft Office

Ability to lead thorough and timely investigations in line with guidance.

Effective oral and written communication skills with all stakeholders, and the ability to demonstrate clear analytical thinking and creative problem solving.

Demonstrate high professional standards whilst representing the organisation in external multi-agency and professional meetings.

Flexibility in responding to the varying and dynamic needs of the school including participating and contributing to the school community events

Working at Bradstow can be both physically and mentally demanding. In order to be able to cope with this stress, candidates must be both physically and emotionally robust.

Candidates are shortlisted according to these stated criteria. Please list each supporting statement according to the numbers above.