|  |  |
| --- | --- |
| **hCriteria** | **Details**  **Evidence**  **I-Interview**  **A-Application**  **R-Reference**  **D-Document** |
| Qualifications and Training | * GSCE English and Maths or equivalent (Essential)  (A and D) * Degree or other Higher Level qualification (Desirable)  (A/R/D) * Attended training for Designated Safeguarding Leads (Desirable) (A/R/I/D) * Attended Local Safeguarding Children Partnership or other training opportunities (Desirable) (I/A/R/D) |
| Experience | * Experience of working in a primary/secondary school environment (or similar setting/organisation) (Desirable) (A/R/I) * Middle or senior leadership experience in a school or similar setting/organisation (Essential) (A/I/R) * Experience or significant understanding of multi-agency processes including strategy meetings, child protection conferences, child in need meetings, early help processes, etc. (Desirable) (I/A/R) * Knowledge of Local Safeguarding Children Partnership procedures including ‘levels of need guidance’, early help assessments, section 17 and 47 referrals to Children’s Services and escalation procedures (Desirable) (I/A/R) * Experience of making effective referrals to outside organisations (Desirable) (I/A/R) * Has undertaken the role of Designated Safeguarding Lead in a school or worked as part of a school’s safeguarding team providing cover for the role of Designated Safeguarding Lead or has undertaken a similar safeguarding role in another setting/organisation (Desirable) (I/A/R) * Experience of delivering child protection training in a school or similar setting (Desirable) (I/A/R) * Experience of safeguarding related policy/procedure development within own organisation (Essential) (I/A/R) * Undertaken/had experience of developing child protection policies, and ensure the procedures and implementation are updated and reviewed regularly (Desirable) (I/A/R) * Experience of sharing the child protection policy and making it available publicly (Desirable) (I/A/R) * Experience of keeping Child Protection records securely and separately from the child’s normal file/transfer to other settings (Essential) (I/A/R) * Experience of keeping accurate and timely records that have been shared with other professionals (Essential) (I/A/R) |
| Skills / Abilities / Knowledge | * Knowledge of the principles of multi-agency partnership working (Essential) (I/A/R) * Understanding of key national guidance (Working Together to Safeguard Children and Keeping Children Safe in Education) (Essential) (I/A/R) * Understanding of online safety statutory expectations and best practice (Essential) (I/A/R) * Ability to provide guidance on safeguarding or child protection matters, or to sign-post staff and families appropriately (Desirable) (I/A/R) * Ability to be a role model for children (Essential) (I/A/R) * Ability to develop excellent relationships with children, parents and staff (Essential) (I/A/R) * Ability to communicate effectively with children, parents and staff (Essential) (I/A/R) * Ability to work as part of a team (Essential) (I/A/R) * Ability to collaborate and build relationships with multi-agency partners (Essential) (I/A/R) * Ability to communicate effectively with a range of audiences both written and oral (Essential) (I/A/R) * Ability to keep detailed, accurate and secure written records of concerns (Essential) (I/A/R) * Ability to research and develop effective practice (Essential) (I/A/R) * Ability to hold ‘difficult conversations and challenge practice when appropriate (Desirable) (I/A/R) * Ability to lead by example, setting high standards of professionalism and conduct (Essential) (I/A/R) * Abilit to refer cases of suspected abuse to the local authority children’s social care as required (Essential) (I/A/R) * Ability to support staff who make referrals to local authority children’s social care (Essential) (I/A/R) * Ability to refer cases to the Channel programme where there is a radicalisation concern as required (Essential) (I/A/R) * Ability to support staff who make referrals to the Channel Programme (Essential) (I/A/R * Ability to refer cases where a crime may have been committed to the Police as required (Essential) (I/A/R) * Ability to co-ordinate the speedy and effective transfer of pupils through the various phases from pre-school settings to secondary including within school (Essential) (I/A/R) * Develop an individual action plan for each pupil L2- L4 needing help to overcome barriers to learning and work with groups and/or individuals to achieve the goals defined in the action plans (Essential) (I/A/R) * Ability to manage the development and promotion of inclusive practices and the acceptance of all pupils (Essential) (I/A/R) * Ability to manage the development and deployment of strategies to promote pupil self- esteem, learning outcomes and independence within established school procedures (Essential) (I/R/A). |
| Commitment | * A commitment to continuous improvement and best practice (Essential) (I/A/R) * A commitment to uphold and demonstrate the school's values and Mission (Essential) (I/A/R) * Commitment to individual and organisation Health, Safety, Equality and Welfare (Essential) (I/A/R) |
| Other | This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020) and shortlisted candidates will be required to disclose any relevant criminal history prior to interview. Any offer of employment will be subject to pre-employment checks including satisfactory references and an Enhanced DBS and Children’s Barred List check. |