



## **Campaign Pack**

**For the vacancy of**

# **Head of Safeguarding**



## Letter from the CEO: An Introduction to our Trust

Dear Candidate,

Thank you for taking the time to look at our advert for the Head of Safeguarding which is a unique opportunity arising within the Trust. I would like to take this opportunity to welcome and introduce you to Reach South Academy Trust.

We are a family of schools that work in collaboration for the benefit of all of our pupils and students. We strongly believe that our charitable objectives, to advance education in the UK, are best realised through collaboration, not only within the Trust but also beyond the Trust, where it brings educational benefit to children and young people.

Reach South was established in 2016 to provide primary, secondary and special education in the South West of England. Our academies are part of the wider REACH family that includes REACH2 Academy Trust that operates in the Midlands and South East of England. The two Trusts are independent of each other but share a common set of values: REACH – raising educational achievement of children.

The Trust currently operates 15 academies in Bournemouth, Plymouth, Gloucestershire and Wiltshire. Between them, our academies serve pupils and students aged from 3-years old to 19-years old. We operate: ten primary academies; three all-through 4-16 academies; the University Technical College in Plymouth; and our special academies, The Springfields Academy, for children with autism related conditions sited in Calne and Salisbury and The Peak Academy, for children who have a diagnosis of autism or an SEMH profile in Dursley, Gloucestershire.

Reach South Academy Trust exists to provide schools that serve their local community, offering parents and guardians access to the highest quality of local schools for their children. We are developing Reach South on a clear set of values, curriculum principles and organisational behaviours. At the heart of those values is a belief in our young people and a determination to support them to develop the knowledge, skills and attitudes to become the successful citizens for today and all of their tomorrows. Our vision is to enable individual academies to flourish whilst also ensuring a strong ethos of support and collaboration across our schools. No child's aspirations should be limited by the expectations of others.

Staff within Reach South belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

A handwritten signature in black ink, appearing to read "D. Ashton".

Dean Ashton BSc. MEd. FCCT  
**Chief Executive Officer**  
**Reach South Academy Trust**



Reach South is a young and developing Trust which operates across the South West of England with the aim of delivering all through 3-19 education. We operate 15 academies in Plymouth, Bournemouth, Dorset, Gloucestershire and Wiltshire. We are building this Trust on a clear set of values, behaviours and curriculum principles. At the heart of those values and principles is a belief in our young people and a determination to support them to develop the knowledge, skills and attitudes to become the successful citizens for today and all of their tomorrows.

Our core business is delivering exceptional education for children and young people with a mission to help all pupils aspire to achieve beyond the expectations that others put on them. We do this through the development of a talented and committed workforce. In order to deliver exceptional opportunities for learning, we need highly motivated staff across all parts of the organisation.

Teachers within Reach South belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues, within and beyond their school, to continuously develop their skills and pursue professional excellence.

## **Equal Opportunities and Safeguarding our Children**

Reach Academy South is an equal opportunity employer. We are committed to creating an inclusive work environment for all employees and actively encourage applications from all parts of the community. We are working hard to create a dynamic and inclusive environment and it's important to us that our people come from a variety of different backgrounds. As part of this we are committed to ensuring that there is no discrimination on the grounds of age, disability, gender reassignment, marriage/civil partnership, pregnancy, maternity, race, religion or belief, sex or sexual orientation at any stage of the recruitment process or in the terms and conditions offered to new employees or promoted employees.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Each post is subject to an enhanced DBS check.

We're proud of how we support our staff seeking to achieve high levels of job satisfaction for our workforce and are aware of the contribution our staff make for the children and families we deliver for and the contribution they make towards our community.

## Our competitive offer

We offer an extensive range of career development opportunities and sector-leading rewards including a competitive salary plus a competitive (contributory) Local Government Pension Scheme. Reach South also offers career progression and development opportunities, and access to our Employee Assistance Programme with many other benefits which can be found in our employee benefits brochure - [Reach South Academy Trust - Employee Benefits](#)



## About the role

**Do you have the expertise and knowledge to ensure life changing support is safely delivered to our children and young people?**

**We are searching for a leader, to inspire and influence Safeguarding across our growing Trust.**

**Collaborate with other innovative individuals, passionate about creating a safe environment for tomorrows adults to grow [#work4us](#) [#reachsouth](#)**

**Post:** Head of Safeguarding

**Location:** Reach South Academy Trust, home working, residing within the South West

**Salary:** £45,648 rising to a maximum of £50,703 per annum, pro rata if part time

**Hours/Contract:** Permanent, Full-time (37.5 hours per week, all year round)

**Start Date:** 1 January 2023 or earliest possible start

### The role and the person

We are seeking to appoint an exceptional individual with a proven record of positive leadership impact when working with children or adults, to be our Head of Safeguarding.

Ultimately responsible for leading the Designated Safeguarding Leads, you will be responsible for influencing overall safeguarding strategy, providing support across the Trust, and developing organisational awareness and knowledge.

This is rewarding opportunity for you to utilise your knowledge of current legislation and share best safeguarding practice, across the schools.

You will have broad and deep technical and practical knowledge, be experienced in a range of settings across diverse communities and understand relevant legislation in England, Wales, Scotland and Northern Ireland.

Applying your strong interpersonal and management skills, you will establish relationships with a range of local and national networks.

You will collaborate, in line with our values and vision, to develop new procedures and provide both support and guidance.

Above all, you will achieve this knowing that you are making a difference to our schools and it's children. We believe that everyone in their roles are teachers and Reach South we recognise that together we are stronger, more empowered, and collectively we can **Raise the Educational Achievement of our CHildren** and prepare tomorrow's adults.



**Next Steps:** For further information about the position please read the associated job description.

If you have any queries about this role, please get in touch by calling Polly Lovell, Deputy Director of Inclusion on or email [fran.jacks@reachsouth.org](mailto:fran.jacks@reachsouth.org). If you are experiencing any technical issues, please contact the recruitment team at [recruitment@reachsouth.org](mailto:recruitment@reachsouth.org) for support.

**Closing date:** for applications is **Wednesday 12 October 2022**

**To apply:** for this opportunity, click 'apply now' on the following advert link:

<https://www.mynewterm.com/jobs/728774568/EDV-2022-RSAT-48492>

**Please note that Reach South Academy Trust is a licenced Sponsor for CoS applications and therefore can consider applications from candidates eligible to apply for Teaching and Teaching Leadership roles (only). For all other roles applicants are required to provide the required documentation where a candidate does not need a Skilled Worker Visa.**



## Job Description

<b>Job Title:</b>	Head of Safeguarding	<b>Reports To:</b>	Deputy Director of Inclusion
<b>Location:</b>	South West	<b>Accountable To:</b>	Deputy Director of Inclusion
<b>Salary/Grade:</b>	Plymouth NJC Grade J	<b>Hours of Work:</b>	Full Time – All Year Round

## Principle purpose of the role

- The Head of Safeguarding is the lead professional with regards to safeguarding across Reach South Academy Trust. They will provide expert advice and guidance to Schools, the Business and Operation Team, Executive Team and the Board of Trustees on safeguarding matters. The Head of Safeguarding, will report to the Deputy Director of Individual Needs who is responsible for Safeguarding strategy.

## Key duties

- Lead, monitor and influence Designated Safeguarding Leads (DSL) across the Trust schools in the application of effective safeguarding within their Academies in accordance with the latest legislation, local and national policy.
- Lead the Designated Safeguarding Leads network across the Trust, leading to an effective team approach to Safeguarding and sharing best practice to ensure that all designated leads receive regular supervision and support in line with Trust policies.
- Ensure that the DSL's from all schools receive regular supervision and annual appraisal with input from senior safeguarding leads(s) external to Reach South Academy Trust.
- Work in partnership with the Trust Education Welfare Service to ensure attendance does not become a barrier to effective safeguarding of the child in each of our schools.
- Support and guide Trust schools on improving safeguarding practice. Work collaboratively with local and national safeguarding networks to develop new procedures, share best practice, bring together expertise from different schools support capacity building and centralised training.



- Ensure there is a system for regular review and update training for all Level 3 Safeguarding staff across the Trust.
- Work in partnership with external agencies, acting as the Lead Professional appropriate. Maintain an overview of practice and training requirements across Trust schools and provide opportunities for professional development where required.
- Provide clear professional consultancy and expertise in relation to any safeguarding matters to all Designated Safeguarding Leads and other relevant staff across the Trust.
- Model and promote effective partnership working with key agencies ensuring collaboration, information sharing and integrated planning for the benefit of the child.
- Provide support and guidance to schools where an allegation against a member of staff has been made with a specific focus on the welfare of the child or young person.
- Ensure robust, appropriate mechanisms for information sharing between the schools and other external agencies are in place, particularly the Police and Social care.
- Develop nurture effective working relationships and communications across the Trust, ensuring all work in this area is compliant and relevant safeguarding legislation and Local Safeguarding Board/Partnership Procedures.
- Coordinate and contribute to safeguarding reviews and updates of local procedures and policies ensuring they remain compliant with relevant national policy, legislation and regulation, including equality and anti-discrimination legislation.
- Put measures in place to ensure students understand their rights regarding safeguarding and are able to and are aware of the how to communicate any concerns.

## People management

- Support Headteachers and Designated Safeguarding Leads to ensure every member of Trust staff has access to and understands the Trust Safeguarding Policy and Procedures. Implement systems and processes to ensure full compliance across the Trust with mandatory training requirements.





## Resource management

- Ensure CPOMS/My Concern is used effectively, and the recording and reporting of safeguarding is consistent throughout the Trust. Provide regular reports to the Executive Team and Board of Trustees.
- Collate, analyse and report on confidential and sensitive data relating to the safeguarding to identify issues, establish trends and ensure that standards and performance targets are met. Ensure the Trust and individual school websites are safeguarding compliant and contain all required information
- Ensure all schools have appropriate systems in place for recording of safeguarding incidents and concerns including use of CPOMS.

## Decision making

- Lead in facilitating the development of safeguarding and child protection policies, training, procedures and guidance for the Trust. Ensure the Trust Safeguarding Policy is reviewed annually.
- Contribute to the development of the Trust Strategic Plan for Safeguarding.
- Lead and participate in quality assurance for the Trust, enabling contribution to strategic, resource, policy and safeguarding practice developments and high-lighting areas of concern, with the overriding requirement of keeping children safe.

## Work demands

- Able to work on own initiative and prioritise a demanding workload, balancing competing priorities and meeting strategic and other set deadlines.
- Able to work effectively under pressure and where multiple and challenging situation require a professional response. Participate fully with Ofsted inspections and other official audits. Keep abreast of all developments, legislative changes and expectations regarding safeguarding and their impact on the Trust, disseminating information effectively to ensure the Trust meets its requirements to keep children safe.
- Ensure all communication is clear, responsive and consistent and that all schools and key members of staff understand the importance of safeguarding and their collective and individual responsibilities towards keeping children safe.
- Put measures in place to ensure systems and procedures are effective and consistently followed by all staff.

## Accountability



- You are accountable to, and will report to the Deputy Director of Individual Needs as appropriate. You are expected to set the highest personal standards of performance for yourself, and with the support of your line manager, you are responsible for ensuring your own learning and development by way of work-based and/or other methods of study. Success will be measured through: Achievement of individual targets/objectives within the Annual Appraisal process.



## Person Specification

	Essential	Desirable
Education & Training	<p>Educated to Degree level</p> <p>Numeracy and literacy skills (at least equivalent to GCSE Grade C / 4 or above) Requirement to participate in training and development as and when identified and required</p> <p>Level 3 Safeguarding or equivalent</p>	<p>Hold a Social Work or similar professional qualification.</p> <p>Higher level qualification in childcare/social work or related area.</p> <p>Training in specific safeguarding themes such as Domestic violence; ACES</p>
Knowledge and Experience	<p>Leadership experience suitable for this role and the associated requirements</p> <p>Positive leadership impact when working with children or adults</p> <p>Proven experience of working in this field with children or adults</p> <p>Experience of working with outside agencies (such as, police, Social Services, MASH, SAFE, Women's Refuge, ADVAC etc)</p> <p>Detailed knowledge of current relevant legislation policy, practice, guidance and good safeguarding practice.</p> <p>Experience in delivering professional development and training for staff.</p> <p>Full working knowledge of relevant policies / codes of practice and awareness of relevant legislation connected with Safeguarding</p> <p>Working knowledge of supporting vulnerable / disadvantaged families, children or adults</p>	<p>Experience of preparing Board or equivalent management papers/reports.</p> <p>Secure knowledge of barriers to learning and how they impact on the child and the whole family</p>



	Essential	Desirable
<b>Skills and Abilities</b>	<p>Proven ability to take the initiative in developing own workload and organising time effectively, working to deadlines</p> <p>Attention to detail and accuracy in written communication, with strong report writing skills</p> <p>Able to relate and communicate effectively, both in writing and in person, with children and adults, including other professionals</p> <p>Can demonstrate and promotes good practice in line with the ethos of Reach South Academy Trust</p> <p>Works effectively as part of a team</p> <p>Able to seek guidance, recognise and respond positively when pressure points arise</p> <p>Proven ability to identify and implement appropriate plans to support vulnerable children and their families</p> <p>Able to converse well with individuals from differing societal and professional backgrounds, communicating information in terminology, appropriate to the recipient</p> <p>Possesses a good working knowledge of Microsoft Office: Word and Excel Has good interpersonal skills and the ability to develop and maintain effective working relationships</p> <p>Able to maintain the strictest confidentiality</p>	

	Essential	Desirable
Personal Attributes	<p>Ability to work sympathetically and sensitively with all those affected by issues of safeguarding</p> <p>An understanding of and commitment to working in an equal opportunities environment</p> <p>Willingness to work on own initiative and with colleagues</p> <p>Willing to travel at short notice</p> <p>Proactive and positive in your attitude</p>	



## Reach South Multi Academy Trust

### Our Vision, Values and Principles of who we are

#### Aspiration Beyond Expectation

Reach South is a new academy trust that was set up as a sister trust to REAch2. The trust is founded on the same values and draws strength from being linked to a wider family of schools. At our core, we are a local trust serving the South West of England with the objective of operating schools that deliver exceptional learning opportunities for children and young people of all school ages.

Our central mission is for Reach South pupils to aspire to achieve beyond the expectations that others place on them.

Reach South Academy Trust exists to provide schools that serve their local community, offering parents and guardians access to the highest quality of local school for their children.

#### Our Core Values

- **Inclusivity.** Reach South is for all children. We recognise that some children will face greater barriers to their learning and development than others. This may be due to any number of challenges, including cultural, social, domestic, physical or cognitive. We are committed to helping all children, particularly the most vulnerable, to overcome these so that they can grow and thrive to be well rounded, healthy, educated citizens.
- **Promoting social mobility.** This is a fundamental driver for Reach South. Although we recognise that each school's context and history informs our approach, this is never an excuse for accepting mediocrity or poor performance. An inclusive approach requires an explicit commitment to improving social mobility for all children. To do this, we insist on:
  - high standards of educational achievement;
  - high standards of social skills and interpersonal skills;
  - high standards of communication skills;
  - high standards of critical thinking, problem solving and creativity; and
  - understanding of society, economy, environment and an appreciation of contribution and participation.
- **Serving our local communities.** Children's education cannot be isolated from their social context and, in particular, their family and peer environment. To raise a child's aspirations beyond their expectations, we must also raise the aspiration of their families and the wider community. Community engagement is not an additional activity that successful schools do; it is fundamental to how they work. Beyond that though, we embrace the fact that the school exists to serve its community; it belongs to the community. Each of our academies will ensure that the curriculum reflects the needs and uniqueness of its community.



- **Believing in the potential of our young people.** Aspiration is a precursor to self-improvement; it is not sufficient in itself but limited aspiration will limit achievement. It is our duty to believe in the potential of all of our children and to make that belief infectious. We need the community to believe in their children, and we need the children to believe in themselves. Aspiration itself becomes a driver and a motivator for educational achievement and personal success.
- **Preparing tomorrow's adults to contribute to social, economic, environmental and cultural sustainable development.** We educate children to improve their own life chances and opportunities, but we also educate them as trusted members of a community and a global society. Through education, we want to contribute to securing a society capable of developing, evolving, improving and being sustainable.

## Our Curriculum Principles

- **High standards of educational achievement.** Education is about much more than formal test and examination grades. Assessment and examination is, however, a measure of each individual's mastery of skill, knowledge, attitudes and readiness to progress to the next stage of learning, work and life. Formal educational achievement provides young people with opportunities and choices. We have a duty to make sure that our young people are as well placed as they can be to access those opportunities and choices.
- **Broad, rich and experiential curriculum.** Our aim is not to provide a narrow education that simply provides examination grades. We want to equip young people to grow as healthy rounded individuals and citizens, who make a full contribution to community and society. Our curriculum is rich and experiential. It promotes autonomous and critical thinking skills, promoting creativity and entrepreneurship as well as social skills and communication skills.
- **Relevant learning pathways.** As our pupils move from primary to secondary school and on to further or higher education, we will ensure that they can access learning pathways that are relevant to their aspirations and developing talents. These pathways need to be relevant to both the individual and the needs of the wider community. Our secondary schools will engage closely with employers and Higher Education institutions to ensure that learning is truly relevant and best prepares young people for the world of work and social engagement.
- **Research based curriculum.** There is now significant international body of research evidence about what is effective in learning and how children's brains develop. Our views about curriculum and learning will always be rooted in verifiable and independent research evidence.
- **Teaching young people to be effective learners.** So they can engage fully with our curriculum, we are committed to teaching our children and young people how to be active learners; and how to embrace feedback and mistakes as the springboard for further learning and development.



## Our Core Behaviours

- **Encouraging professional freedom.** We expect our school leaders and staff to develop a curriculum that is relevant to local context and is consistent with the values, principles and behaviours of Reach South. We require consistency but not conformity. We encourage professional freedom within boundaries.
- **Championing young people, not institutions.** We will always champion our young people, even if this conflicts with being the champion of our institutions. For example, where the most appropriate learning pathway for a young person is found in another institution, this would mean a loss of funding to the Trust. Under all circumstances, we are absolutely clear that we will always put the interests of the young person first.
- **Collaboration not competition.** As a charitable education trust, we will collaborate and work with other organisations to deliver positive outcomes for children. Reach South already has very close synergies and association with REAch2 and other Academy trusts. We also seek to collaborate with other organisations, Local Authorities and Government agencies where it brings benefits to our young people.
- **Integrity and Trust.** We behave with the highest integrity at all levels of the organisation. These behaviours are critical to our organisational growth and sustainability.
- **Developing our people.** Integrity without competence would do little to build confidence in our ability to deliver what we promise. We will build and maintain a reputation for expert organisational competence through the development of skills and capacity in our people and our organisation.

