



GREENSHAW
LEARNING TRUST



GLOUCESTER
ACADEMY

Designated Safeguarding Lead Recruitment Pack

**ALWAYS
LEARNING**

Contents

- **Candidate Letter**
- **Introduction - Greenshaw Learning Trust (GLT)**
- **GLT Mission Statement**
- **GLT Employee Benefits**
- **Terms and Conditions**
- **Main Responsibilities and Duties**
- **Job Description**
- **Person Specification**
- **The Recruitment Process**

Dear Candidate

Thank you for your interest in the role of Designated Safeguarding Lead, at Gloucester Academy.

Introduction

This role is an exciting opportunity to join Gloucester Academy and further contribute to the life chances of our young people in the school, and across the Greenshaw Learning Trust. It is a chance to be part of something very special. It can lead to becoming a fully qualified SendCo if this is a route the successful candidate would like to take.

Gloucester Academy ensures that students and staff can develop and learn in a disruption free environment with exceptional standards. Our school is dedicated to the achievement of all and as such we provide exceptional training and education not only for our students but also for our staff whom we value equally.

Gloucester Academy has an exceptional track record of improvement with results last year making us the 11th most improved school in the country. In our latest Ofsted inspection Gloucester Academy achieved Outstanding in Personal Development and Good in every other category putting it above the vast majority of schools in the area. Our Ofsted result is a testament to the dedication of all staff in the school, the students and the support of the community. Gloucester Academy is an exceptional and incredibly successful school and is looking for like minded individuals who are committed to making a difference.

This role open to both qualified teachers and applicants without QTS will support career development and equip you for a further promotion within the Academy and within our trust. We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds whilst maintaining close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and exciting challenges. At Gloucester Academy we make a real difference to the lives of all we serve.

Work life balance is a high priority at Gloucester Academy. To support this, we offer a highly visible and supportive senior leadership team. We have centralised planning within the school and across the trust with dedicated time in the day for departments to work collaboratively to adapt lessons. centralised detentions, disruption free learning, whole class feedback through a clear feedback policy, lesson's structure based on the Rosenshein principles, visualisers in every classroom, subject experts working together within a collaborative trust, highly bespoke CPD in a short weekly session i.e Teach Like a Champion focus each session.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently comprise thirty six schools: eleven in South London, six in Berkshire, one in Surrey, fifteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person-specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information cosment@gloucesteracademy.co.uk . We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

I am looking forward to hearing from you.

Yours faithfully



Phillipa Lewis

Headteacher

Greenshaw Learning Trust – ‘Always Learning’

GLT is one of the highest performing multi academy trusts in the country that provides high quality comprehensive and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 3,700 people and educates over 23,500 students. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Access to Blue Light Card Scheme
- Access to Teacher Art Pass Scheme (teaching staff only)
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- Car benefit scheme
- My Health discounts

Terms and Conditions

Line Managed By:	Deputy Headteacher
Line Management:	Deputy Designated Safeguarding Lead
Contract:	Permanent
Salary:	Salary calculated in line with Support Staff Pay scales, NJC Point 31 - 36, £40,476 - £45,718 per annum, FTE.
Hours of Work:	Monday to Friday, 36 hours per week, all year round.
Place of Work:	Gloucester Academy, Painswick Road, Gloucester, GL4 6RN
Medical Examination:	The appointment is subject to a satisfactory medical report.
Superannuation:	Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: https://www.lgpsmember.org
Holiday Entitlement:	The annual holiday entitlement starts at 26 days plus 2 extra-statutory days (for FTE staff).
Probation Period:	New employees are required to complete a six-month probationary period
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance

Job Description

The **Designated Safeguarding Lead** role is an exciting addition to the Gloucester Academy team.

The role of the designated Safeguarding Lead is to ensure that leaders are embedding a safeguarding culture across the school.

To take full accountability for key areas of the school's work, specifically:

- To be the school Designated Safeguarding Lead, and manage the Safeguarding team.
- To oversee and coordinate the Early Help Provision.
- To be responsible for monitoring and maximising progress of SEND and PP students.
- To line manage the Pastoral Team

Main duties/responsibilities

- Make significant contributions to meetings of the Senior Leadership Team and Middle Leadership Team
- Take full accountability for Safeguarding across the School
- Be a highly visible presence around the school and model expectations of staff and students;
- To make sure that all of our pupils are safe.
- Acting as an advocate for our children to ensure they have their voice heard effectively, gathering information on the views of children and disseminating them appropriately;
- Instigating positive mentoring relationships through the development of appropriate and creative interventions for the identified child, tailored to their needs, such as: 1:1, small group work;
- supporting children within the classroom environment where appropriate, merging pastoral support with academic outcomes;
- working alongside the child, class teacher, and parents or carers to set measurable, achievable targets;

Safeguarding

The Designated Safeguarding Lead (DSL) will support the aims and objectives of the school, be responsible for effectiveness of implementation of school behaviour system, all safeguarding procedures, alternative provision, pastoral care, as well as leading and managing the Inclusion and Special Educational Needs departments as part of the Student Support Team.

Duties include:

- To support the leadership team in managing, implementing and reviewing strategies for child and family work within the school;
- To implement and coordinate work experience around school and maintain good working relationships with work placement providers
- To help identify and prioritise vulnerable children through information shared during pupil progress meetings, from outside agencies
- Under the guidance of the leadership team, lead class teachers and support staff in creating pastoral action plans for pupils requiring additional support;

- Work collaboratively with the leadership team and learning mentors to plan and monitor targeted plans for those with complex behavioural and/ or SEMH needs. To support the achievement of school improvement objectives through developing parental engagement and working with appropriate support services;
- Strategically lead the Attendance Officer by supporting all aspects of student attendance, liaising with outside agencies, staff, parents and students as required.
- Strategically lead the Pastoral Support Team by being actively involved in the development of Student Support across the school and ensure its effective delivery.
- Liaise with parents in relation to attendance, behaviour, safeguarding, social and emotional issues, internal and external exclusion and other occasions as required.

Working with External Agencies to Safeguard and Promote the Well-Being of Children and Families:

- To liaise with appropriate outside agencies to support the identified children and families, following advice given;
- To liaise with school nurses to promote and organise immunisations
- When appropriate, to refer on to alternative interventions or agencies outside of school,
- Attend and lead a team around the child (TAC) meetings, a team around the family meetings (TAF) and other CP related meetings, when appropriate.
- To attend child protection (CP) meetings and child in need meetings (CIN, emergency crisis meetings, as the school's DSL where requested and by ensuring that appropriate referrals and support is in place after these meetings.
- To ensure any information is stored confidentially and information is passed on to those people for whom it is relevant and to be the responsible person for updating and designing the appropriate record keeping system.

Working with Families:

- To promote an open-door policy for referred and non-referred children, including meeting children and families and designing programmes for short or long term interventions;
- To meet and maintain contact with the families/ carers of vulnerable pupils who have been identified for support, to gain insight into the family, providing impartial advice on a range of areas (e.g. relationship breakdowns, bereavement, housing etc.) when required;
- To evaluate the effectiveness of these groups in meeting the needs of parents and carers;
- To organise and lead training/ workshops/ support as required, and evaluate the effectiveness of these groups in meeting the needs of children;
- To support children and parents on visits if necessary
- To work with families offering support and signposting to specialist services as required in the appropriate setting

Personal Responsibilities

- To play a full part in the life of the school community and to encourage staff and students to follow this example
- To actively promote school policies and procedures
- To be responsible for own continued professional development
- To comply with the school's Health & Safety policy and undertake risk assessments as appropriate.
- To be courteous to colleagues, visitors and telephone callers and provide a welcoming environment
- To undertake duties before the school day, at break and after the school day on a rota basis
- To attend meetings scheduled in the school calendar punctually
- To adhere to the School's Safeguarding Policy.

Other Job Requirements

- All staff will be part of the school's appraisal scheme. You will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance.
- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> • Designated Safeguarding Lead (DSL) qualification or the ability to complete this immediately. • Curriculum and pastoral experience at senior management level • Experience of working with children and families from a diverse variety of backgrounds and cultures • Experience in Senior Leadership • Commitment to own self development • Good ICT skills, including data analysis and target setting; • Experience of working in a multi-agency team to improve outcomes for vulnerable people and /or families. 	<ul style="list-style-type: none"> • Hold a degree or equivalent qualifications the field of working with children (e.g social work/care child development) • Teaching qualification (QTS) • Experience of social work • Child Protection training • Experience of leading TAC/TAF meeting
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> • Developing and implementing strategies for raising achievement and achieving excellence for students, staff and self. • The ability to effectively lead staff • Provide strategic and creative leadership to maintain and develop a school vision with quality learning for all at its centre • Work in partnership with the Leadership Team to take the school forward; • Create an environment in which staff accept their responsibility for students' learning outcomes. • The ability to build and maintain effective relationships and communicate appropriately with governors, staff, students and parents. 	<ul style="list-style-type: none"> • Change management experience.

	<ul style="list-style-type: none"> The ability to work effectively and professionally with a range of external stakeholders such as the Local Authority, the Police and Social Services. 	
Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements:		
	<ul style="list-style-type: none"> Commitment to working within the School's Safeguarding Policy and Procedures Demonstrate emotional resilience, stamina, empathy and flexibility when dealing with challenges. 	

1. Application

Visit our website to view our current vacancies [here](#)

To apply for a staff vacancy, please register for an online account and complete the online application form. The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

You have the opportunity to upload an attachment to support your application if desired. In the application form you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than Sunday 23rd February 2025 at midnight. Applications received after this date will not be considered.

2. Shortlisting

Shortlisting will be finalised on Monday 24th February 2025. Shortlisted applicants will be invited by telephone to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

3. Interview Process

Interviews will be arranged as and when successful applications arrive, as the school reserves the right to conduct interviews prior to the closing date. Applicants may also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

5. Taking up post

The successful applicant will take up the post as soon as possible.

6. Additional information

For further information, please contact Christine Osment, HR Manager on 01452 428800 or cosment@gloucesteracademy.co.uk.

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.