



Welcome to our Trust

Safeguarding Lead Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of Safeguarding Lead at Bottisham Village College.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact the HR team at hrrhub1@anglianlearning.org, who can arrange a call or visit to school with the relevant team member.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

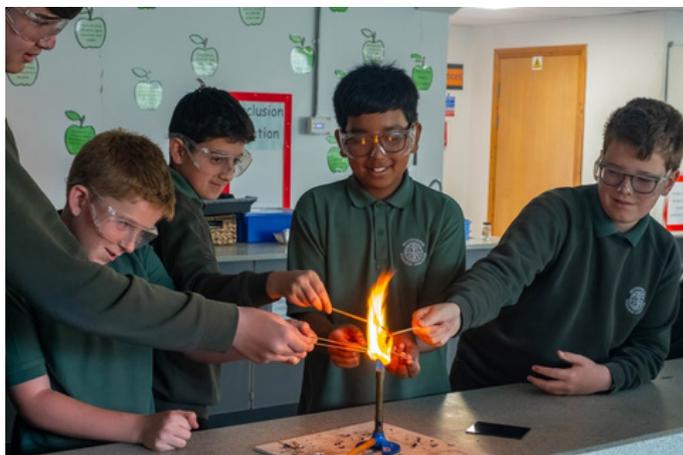
3

counties

22

academies

About Bottisham Village College



We are an ambitious and innovative comprehensive school for up to 1500 students, based in the heart of rural East Cambridgeshire and we take great pride in our vision: to inspire, to care for and to enrich the lives of every student within our community.

We are committed to providing an outstanding education to all of our students, enabling them to develop into mature, independent young people, ready to take their place in society.



In addition to our academic rigour, our relationship-driven approach permeates throughout all aspects of college life, from the maths classroom to the sports field, from the music room to the ICT suite and from the library to the auditorium, this is a college where we recognise the transformative power of positive relationships. Students will only succeed if they are happy and we make every effort to achieve this.

The College was opened in 1937 as the second of the Cambridgeshire Village Colleges. These were the forerunners of community education in this country and are still committed to lifelong learning in its widest sense. The vision of their founder, Henry Morris, was that schools should be at the heart of their communities, open to all and that they should offer an attractive and stimulating environment for learning. This vision still resonates today with both Adult Learning and a Sports Centre actively used by the whole community.



About Bottisham Village College



Our Staff

We are committed to supporting the professional development of all members of staff. To this end, we have a varied Continual Professional Development programme, which is personalised each year to support both our main college priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues across the Trust as well as drawing on external expertise. Colleagues with management responsibilities are given appropriate time within their timetable to fulfil these duties, and ECTs have a reduced timetable in order to support them in their early stages of their career. The Trust's network of leaders and schools will be able to support you with a range of opportunities and enhancements. We are equally keen to nurture, grow and celebrate teachers who are willing to share effective pedagogy and practice to support their colleagues.

Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.



Our Students

Our catchment area is one of rich contrasts: areas of social deprivation on the fringes of Cambridge, rural communities, some very isolated, areas connected with the stables at Newmarket and pockets of expensive housing in some villages. We have a truly comprehensive intake in every sense, and the inclusive ethos of the College means that we are able to form very positive relationships with them all. We are absolutely committed to supporting each individual student; we want them to feel safe, in an environment where they can grow and thrive and leave us confident in their ability to play a meaningful role in society, as global citizens.

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact the HR team at hrhub1@anglianlearning.org

Benefits

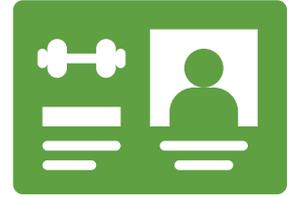
Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

We are seeking an experienced and committed professional to join our school as Safeguarding and Mental Health Support Lead, a pivotal senior role at the heart of the school community. Combining the responsibilities of Designated Safeguarding Lead (DSL) and Mental Health Lead, you will hold operational responsibility for safeguarding, pastoral systems and mental health provision, ensuring the highest standards of practice, compliance and care across the school.

You will lead safeguarding provision, ensuring that all concerns are identified, recorded and acted upon promptly and in line with statutory guidance. You will maintain robust, compliant systems and provide confident leadership in multi-agency working, securing effective collaboration with external professionals to achieve the best outcomes for vulnerable students.

You will lead a team of experienced pastoral and safeguarding staff, establishing clear expectations and holding colleagues to account for the quality, consistency and impact of their work. You will oversee and coordinate in-school counselling provision, ensuring it is strategically deployed, aligned with safeguarding priorities, and subject to regular quality assurance to maximise impact.

You will drive a coherent whole-school approach to mental health, shaping strategy, building staff confidence and ensuring early intervention, inclusion and resilience are embedded in practice. In this role, you play a key role in supporting students whose attendance is affected by mental health needs, ensuring barriers to learning are identified and addressed effectively.

Working in partnership with families and external agencies, you will ensure a coordinated and proactive approach to safeguarding and wellbeing, with a clear focus on improving outcomes for the most vulnerable students.

You may be our ideal candidate if you:

- have experience as the DSL, or ready to step into this role
- demonstrate secure knowledge of statutory safeguarding guidance and multi-agency working
- have successful leadership experience within pastoral, safeguarding or wellbeing teams
- have a strong understanding of mental health and the impact it can have on young people's engagement and attendance
- are highly organised and able to manage complex caseloads
- are passionate and committed to improving outcomes for vulnerable students

This is a rewarding opportunity for a knowledgeable and compassionate leader who is committed to making a lasting difference to the lives of young people.

Job Description

Safeguarding Lead

Bottisham Village College



SALARY:	Scale PO3A points 35 to 38 (£46,142 to £49,282 FTE).
HOURS:	Full time 37 hours, 52 Weeks. Open to applications for term time plus 6 weeks.
PENSION:	LGPS Pension Scheme
ANNUAL LEAVE:	Starts at 25 days plus Bank Holidays, more for those with local government continuous service. (NB: If term time, holiday is included within pay rather than given as bookable days)
DISCLOSURE LEVEL:	Enhanced DBS plus Children's Barred List Checks
LOCATION:	The post holder will be based at Bottisham Village College but may be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Deputy Principal

PURPOSE OF ROLE:

The Safeguarding and Mental Health Support Lead postholder leads safeguarding, student wellbeing and mental health provision across the school. As the Designated Safeguarding Lead (DSL), the postholder ensures statutory responsibilities are met, safeguarding systems are robust, and vulnerable students receive timely, effective support.

The role provides strategic and operational leadership of safeguarding, mental health, and pastoral support, working closely with senior leaders, the attendance team and external agencies to ensure students are safe, supported and able to engage in education.

MAIN RESPONSIBILITIES:

1. Safeguarding Leadership (DSL)
 - Act as the Designated Safeguarding Lead in line with statutory guidance.
 - Lead safeguarding practice across the school, ensuring concerns are identified, recorded and acted upon appropriately.
 - Make referrals to external agencies and lead multi-agency work.
 - Maintain oversight of safeguarding systems, ensuring high-quality recording, analysis and follow-up.
 - Monitor safeguarding trends and respond to emerging risks.
 - Ensure safeguarding policies and procedures are implemented consistently.
2. Leadership of Pastoral and Safeguarding Team
 - Line manage and coordinate the pastoral and safeguarding team, including Deputy DSLs and Pastoral Support Workers.
 - Ensure effective triage, communication and follow-up of safeguarding and pastoral concerns.
 - Provide professional guidance and oversight to staff managing safeguarding cases.
 - Monitor the impact and quality of pastoral and safeguarding interventions.

3. Mental Health and Wellbeing Leadership

- Lead the school's whole-school approach to mental health and wellbeing as Senior Mental Health Lead.
- Develop and implement a coherent mental health strategy, embedding prevention, early identification and targeted support.
- Work with senior leaders to shape the PSHE / Personal Development curriculum, promoting resilience, wellbeing and help-seeking.
- Oversee support for students experiencing mental health difficulties, ensuring joined-up pastoral, SEND and family support.
- Coordinate targeted interventions and partnerships with external services (e.g. CAMHS).
- Promote a culture of belonging, safety and positive mental health.

4. Attendance, EBSA and SafeCheck

- Work with the attendance team to support students with persistent and severe absence linked to mental health needs, including EBSA.
- Lead on graduated reintegration planning and multi-agency support for these students.
- Coordinate the SafeCheck process, ensuring robust welfare monitoring for students not attending school.
- Ensure safeguarding risks linked to absence are identified and acted upon promptly.

5. Safeguarding Systems and Quality Assurance

- Oversee the effective use of MyConcern, including triage, risk analysis and escalation of concerns.
- Quality assure safeguarding records and chronologies, ensuring they are accurate, analytical and compliant.
- Maintain high standards of safeguarding practice through regular review and audit.

6. Reporting, Training and Governance

- Produce a half-termly safeguarding report for senior leaders, governors and the Trust, analysing trends and risks.
- Meet termly with the Safeguarding Governor to provide updates and assurance.
- Coordinate safeguarding training and regular staff briefings/bulletins to maintain a strong safeguarding culture.

7. External Partnerships and Contextual Safeguarding

- Lead engagement with external agencies, including social care, police and health services.
- Attend Trust and Local Authority safeguarding networks, ensuring practice reflects current local and national priorities.
- Maintain oversight of contextual safeguarding risks and respond proactively.

Person Specification

Safeguarding Lead
Bottisham Village College



Qualifications and Training

Essential:

- Designated Safeguarding Lead training
- Evidence of continued professional development in safeguarding and mental health

Desirable:

- Other relevant training / qualifications in safeguarding and/or mental health
- Management or leadership qualification

Experience

Essential:

- Significant experience of safeguarding within an education setting
- Experience of multi-agency working (eg social care, police, CAMHS, health services)
- Line managing or coordinating staff
- Managing, or working with, complex caseloads, particularly linked to safeguarding and/or mental health
- Working with young people, in particular vulnerable children and families

Desirable:

- Experience as a Designated Safeguarding Lead, in a secondary school
- Leading whole-school mental health and/or wellbeing strategy
- experience working with attendance, EBSA or inclusion

Skills and Knowledge

Essential:

- Strong knowledge of statutory safeguarding guidance, including KCSIE
- Understanding of contextual safeguarding and risks facing young people
- Knowledge of mental health issues affecting children and young people, and effective support strategies
- Understanding of early help, thresholds and referral processes
- Strong leadership, including ability to have difficult conversations
- Ability to coordinate and prioritise complex cases
- Ability to deliver training and support staff development
- High attention to detail and ability to analyse data

Desirable:

- Knowledge of trauma-informed practice
- Understanding of SEND in particular in relation to safeguarding and mental health
- Attendance legislation and EBSA

Personal Qualities

- A strong passion and commitment to safeguarding and promoting the welfare of young people
- High levels of integrity, professionalism and discretion
- Resilient and able to work under pressure in emotionally demanding situations
- Proactive, reflective and solutions focused with ability to build trust and positive relationships with students and their families
- Strong communication skills, including listening and strong oral and written ability in English.
- Confidence in driving continuous improvement
- Ability to work flexibly where required, as sometimes safeguarding situations may require work to be completed outside of usual hours.

How to apply

Dates

CLOSING DATE:	Sunday 19 April 2026
INTERVIEW DATES:	To be confirmed
START DATE:	To be agreed with successful candidate, likely to be June 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about this role and meet the person specification we invite you to apply for this exciting opportunity via our [online application process](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrrhub1@anglianlearning.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

Anglian Learning
Lode Road
Bottisham
Cambridge
CB25 9DL

PHONE: 01223 340340

EMAIL: hr@anglianlearning.org

WEBSITE: www.anglianlearning.org

SOCIAL MEDIA:

