

## JOB DESCRIPTION

**Job Title: Strategic Safeguarding Lead**

**Reporting to: Chief Executive Principal - OIE**

**Grade: POK**

### **Employee Values**

The post holder will be expected to operate in line with our employee values which are:

- Ambition without limit
- We break down barriers
- We turn our best into normal
- Every interaction counts
- We are a family

### **Overall purpose of the post:**

The Strategic Lead will develop and embed a culture of safeguarding excellence across the Family of Schools, creating an environment in which all students and pupils are safe and well cared for so that they can reach their full potential both in and outside school.

As a member of the Outwood Supports team, the post holder will provide expert advice and guidance to each of our schools, supporting them in the delivery of outstanding safeguarding and pastoral practice.

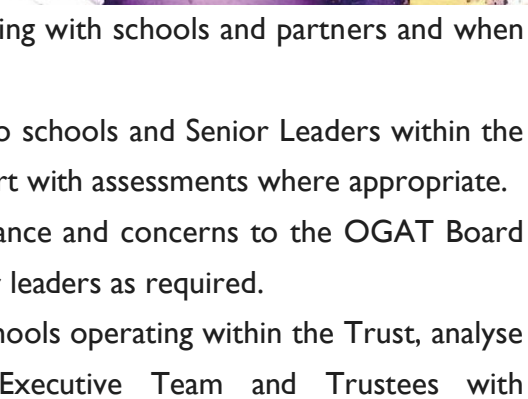
The Strategic Lead is responsible for the strategic leadership of safeguarding and wellbeing of children and young people across the Family of Schools. They will play a key role in ensuring that a culture of safeguarding and the implementation of safeguarding remains our highest priority.



## Main duties and responsibilities:

The postholder will:

- Develop, deliver and maintain our safeguarding strategy ensuring all aspects of Keeping Children Safe in Education (DfE) are delivered across our Family of Schools.
- Ensure the implementation and the regular updating of our policies and procedures for the safeguarding of children and vulnerable adults accessing services provided by the Family of Schools in line with statutory guidance and local arrangements as outlined by Local Safeguarding Children's Boards (LSCBs).
- Ensure a strong emphasis on identifying and addressing potential risks related to radicalisation and extremism, ensuring compliance with the "Prevent" duty to protect vulnerable individuals from being drawn into terrorism; this includes acting as the primary point of contact for concerns at a Trust level, coordinating training for staff on Prevent procedures, and conducting regular risk assessments to identify potential vulnerabilities.
- Ensure the implementation and the regular updating of safeguarding training across all our schools and monitor the quality and impact of training provided.
- Support the on-going professional development of all staff, particularly Designated Safeguarding Leads (DSLs) and Senior Leaders, in relation to safeguarding and pupil wellbeing.
- Promote the highest standards of safeguarding practice, including with senior colleagues and non-executives, leading on any cross-functional safeguarding activities in the Family of Schools (including behaviour and attendance)
- Develop, deliver and embed training materials and systems that ensure all staff working in safeguarding know how to use our safeguarding system (CPOMS) consistently.
- Develop the network of safeguarding specialists to facilitate the sharing of good practice and corporate knowledge, through schools, supporting schools.
- Lead our safeguarding quality assurance activities including undertaking annual safeguarding audits, SCR audits and record reviews, identifying improvement priorities and remedial actions.
- Develop and embed training and systems that ensure all staff working in safeguarding and pupil wellbeing have access to appropriate supervision.
- Provide challenge, support and regular guidance to DSLs and Senior Leadership Teams in all our schools.

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- Act as the Family of Schools' DSL when liaising with schools and partners and when escalating incidents with Local Authorities.
  - Provide specialist child protection support to schools and Senior Leaders within the Family in managing complex cases and support with assessments where appropriate.
  - Maintain and report on safeguarding compliance and concerns to the OGAT Board and feedback to academy councils and senior leaders as required.
  - Collate management information from all schools operating within the Trust, analyse trends and produce reports for the Executive Team and Trustees with recommendations for improvements.
  - Conduct formal reviews of significant safeguarding incidents that occur in schools operating within the Trust and develop a mechanism to capture and communicate 'lessons learnt'.
  - Project manage our response to significant changes in legislation and statutory guidance relating to safeguarding ensuring that the Family and all its academies are fully compliant in all areas relating to safeguarding.
  - Support relevant curriculum and student voice development as required by curriculum colleagues and schools.
  - Ensure that effective safeguarding due diligence is completed for any school potentially joining the Trust.

### **Additional Responsibilities**

- Promote and adhere to our employee values
- Deal with any immediate problems or emergencies according to the relevant policies and procedures
- Respecting confidential issues linked to home/students/staff/safeguarding work
- Fire Marshall duties in the case of Fire and/or Emergency Evacuation were applicable
- Comply with the Child Safeguarding Procedures, including regular liaison with the relevant Designated Child Safeguarding Lead over any safeguarding issues or concerns;
- To comply with the policies and procedures at all times.
- Undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.

### **Personal Contacts**

External: Contractors, suppliers, parents, external agency professionals, other government and local authority staff, other staff from academies and schools.

Internal: Students, staff, Trust Board and Academy Council members, parents and any other visitors to the Academy.



## PERSON SPECIFICATION

**Job Title: Strategic Safeguarding Lead**

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Degree	✓	
Master's Level qualification in Safeguarding or another relevant field (desirable)		✓
<b>Experience</b>		
Extensive educational safeguarding experience	✓	
Experience of designing and delivering training to a wide range of audiences including governors	✓	
<b>Skills</b>		
Expert safeguarding knowledge (staff, students and families)	✓	
Experience of working at national / regional safeguarding / partnership system level	✓	
Experience of preparing / presenting complex reports & information at senior level	✓	
Experience of working in a multi-academy Trust or other group across more than one Local Authority area	✓	
Ability to analyse and resolve complex issues, including conflict resolution	✓	
Awareness of local and national organisations that can provide support with best safeguarding practices	✓	
Ability to communicate a vision and inspire others	✓	
Ability to build effective working relationships with staff, students, families and other stakeholders	✓	
Oversees quality assurance activity and ensures consistency in service.	✓	
Focuses on improving processes and outcomes	✓	
Considers wider organisational objectives when making decisions.	✓	
Good IT skills	✓	

<b>Other</b>		
Effective communication and interpersonal skills	✓	
A commitment to getting the best outcomes for all students and promoting the ethos and values of the Trust	✓	
Translates the Trust strategy to employees at all levels to enable them to understand and engage	✓	
<b>Values</b>		
<p>Ability to demonstrate, understand and apply our employee values. These are embedded in all roles and applicants must evidence these values as part of the application process:</p> <ul style="list-style-type: none"> <li>● Ambition without limit</li> <li>● We break down barriers</li> <li>● We turn our best into normal</li> <li>● Every interaction counts</li> <li>● We are a family</li> </ul>	✓	