

 <b>JOB SPECIFICATION</b> <b>Strategic Lead – Inclusion and Safeguarding</b>	
<b>Reports To:</b> Executive Principal	
Works alongside Head of School and Deputy Principals	
<b>Why</b>	<b>Job Summary</b> <ul style="list-style-type: none"> <li>Strategic leadership and oversight of attendance, safeguarding, behaviour and SEND.</li> <li>Responsibility for developing the Academy as a centre of excellence in inclusive practice and academic outcomes.</li> </ul>
<b>What</b>	<b>Main Responsibilities</b> <ul style="list-style-type: none"> <li>To ensure that attendance at the Academy is above the National Average and demonstrating an improving trend.</li> <li>To ensure that there is a robust and relentless approach to the safeguarding of all Academy stakeholders and that there is a 'best practice' approach at Weston Favell.</li> <li>To line manage and lead the four pillars of Inclusion at the Academy: Behaviour, Attendance, SEND and Safeguarding.</li> <li>To ensure that behaviour at the Academy is exceptional and has a strong local and national reputation.</li> <li>To develop the SEND offer at the Academy into a regionally recognised Centre of Excellence for Inclusive Practice and Academic Outcomes.</li> </ul> <b>General Duties</b> <ul style="list-style-type: none"> <li>Uphold the Academy's values, policies, ethos, and safeguarding responsibilities.</li> <li>Support whole-school duties, events, and wider responsibilities as required.</li> <li>Provide strategic oversight of budgets for line managed areas, aligning financial planning with whole-school improvement priorities.</li> </ul>
<b>Context</b>	<b>Professional Standards</b> <ul style="list-style-type: none"> <li><b>Academy Senior Leaders</b> - can reflect on their progress, successes, strengths and areas for further development against the Institute of School Business Leadership (<a href="#">ISBL professional standards</a>).</li> <li><b>Specifically</b>, for this role, standards and expectations are outlined in the <a href="#">Working together to safeguard children - GOV.UK</a></li> </ul> <p>Plus, there is an expectation all colleagues adhere to the <a href="#">Seven Principles of Public Life</a> (also known as the Nolan principles).</p> <p>Participate in continuing professional development and performance review</p>
	<b>Education, Qualifications and Experience (EQE)</b> <p>Degree or Experience of working at National, Regional and Local Authority Level</p> <p>Significant experience of leading, supporting and Quality Assuring inclusive practice in an educational setting</p> <p>Proven track record of holding Schools, School Leaders and Academy Trusts to account on SEND, Exclusions and Attendance.</p> <p>Experience of leading on Safeguarding reviews of Academies as well as external provision and AP settings.</p> <p>Experience of school leadership including experience working with data and performance measures</p> <p>Experience of mentoring staff, including Principals and Safeguarding Leads.</p>

	<b>Safeguarding</b>	<p>Must satisfy relevant employment checks</p> <p>All adults employed by the Trust are responsible for safeguarding and promoting the welfare of children they are responsible for or come into contact with. As such, all employees will undergo relevant background checks, including a Disclosure and Barring Service (DBS) Enhanced check with Barred List Check, in order to satisfy our statutory obligations.</p>
	<b>Delegations</b>	The post holder will take over all safeguarding decisions in the absence of the Executive Principal.
	<b>Digital</b>	The post holder will oversee all Academy level compliance; this will include safeguarding and online privacy.
	<b>Data Protection</b>	<p>Maintain accurate, confidential records in accordance with GDPR.</p> <p>All adults employed by the Trust have a responsibility for data protection and have a duty to observe and follow the principles of the GDPR Regulations.</p>
	<b>Candidate requirements:</b> (e.g. skills, knowledge, value added skill – i.e. the essential/ desirable skills of a person to fulfil the role)	<p><b>Competency Areas:</b></p> <p>Flexible and approachable. Able to deal sensitively with people</p> <p>Incisive and clear strategic thinker.</p> <p>Resilient and calm under pressure.</p> <p>Excellent communication skills.</p> <p>High expectations of students in terms of behaviour and achievement.</p> <p>The ability to lead, manage and motivate staff and students.</p> <p>Evidence of vision for the future of effective education.</p> <p>Solution focussed in approach.</p> <p>Evidence of the ability to synthesise and evaluate data to support strategic planning.</p> <p>High professional standards.</p> <p>Willingness to offer a positive commitment to the life of the Academy.</p>

Whilst every endeavor has been made to outline the duties and responsibilities of the post, this document does not specify every item in detail. Where broad headings have been used, all associated duties are naturally included in the job description.