



## PERSON SPECIFICATION

### Deputy Designated Safeguarding Lead

#### Qualifications, training and education

- Essential: NVQ Level 2 or equivalent in English and Maths.
- Essential: Designated Safeguarding Lead training, refreshed every two years.
- Essential: Commitment to regular safeguarding training and professional development to maintain up-to-date safeguarding knowledge and support safe practice.
- Desirable: Training or professional development in child protection, Early Help, PREVENT, attendance, emotional based school avoidance or related safeguarding areas

#### Skills and abilities

##### Communication

- Ability to communicate clearly and professionally with students, colleagues, parents, carers, the Local Authority, police, children's social care and external agencies.
- Ability to provide advice, guidance and support to colleagues on safeguarding concerns, referrals and escalation routes so that children receive timely and appropriate support.
- Ability to build supportive and appropriate relationships with students and families while maintaining professional boundaries.
- Ability to contribute to meetings, reviews, strategy discussions and inter-agency work with clarity, accuracy and professional judgement.
- Ability to show empathy and non-judgemental understanding when working with families experiencing difficult circumstances.

##### Organisation and planning

- Ability to manage time, workload and safeguarding caseloads effectively.
- Ability to use initiative and work independently while contributing to a team working environment.
- Ability to maintain detailed, accurate and secure written safeguarding records.
- Ability to manage confidential information appropriately at all times.
- Ability to support continuity of safeguarding information when students move school, so that safeguarding records are transferred securely and promptly.



## PERSON SPECIFICATION

### Pastoral and inclusion

- Experience of working within a safeguarding or child protection context.
- Understanding of local safeguarding procedures and processes.
- Understanding of different forms of abuse and the risk factors associated with poor attendance, substance misuse, adverse childhood experiences, discrimination and community context.
- Knowledge of Early Help, children's social care, LADO, Channel/PREVENT and other relevant safeguarding referral routes.
- Knowledge of local support available to families, including charities and external support services.
- Ability to recognise, assess and respond appropriately to safeguarding, welfare and child protection concerns.
- Ability to support students and families experiencing safeguarding, welfare, attendance or emotional based school avoidance concerns so that barriers to attendance, safety and participation are addressed.
- Ability to maintain high aspirations for students who are currently experiencing, or have previously experienced, welfare, safeguarding or child protection issues.

### Personal qualities

- Caring and positive approach, sensitive to student needs.
- Assertive within professional contexts in order to promote the needs and welfare of students.
- Calm under pressure, adaptable and energetic.
- Flexible approach to working.
- Sense of responsibility.
- Commitment to ongoing service and personal development through self-evaluation, training and learning from others.
- Ability to travel for meetings as required.

### Requirements specific to the role

- All staff and volunteers are expected to be committed to safeguarding, equality and promoting the welfare of children and young people.
- To ensure awareness of local safeguarding policies and procedures and to report any concerns or information received as required.



## PERSON SPECIFICATION

- Suitability to work with children.
- Satisfactory employment checks and references.
- Satisfactory enhanced Disclosure and Barring Service check.
- Ability to deputise for the Designated Safeguarding Lead in line with Keeping Children Safe in Education expectations.
- Ability to act as a source of support, advice and expertise on safety and safeguarding matters.
- Ability to liaise appropriately with the Designated Safeguarding Lead, Headteacher, case manager, Local Authority Designated Officer, police, children's social care and other relevant agencies.
- Ability to escalate concerns within organisations where required to ensure safeguarding remains paramount.
- Ability to maintain confidentiality, professional judgement and appropriate safeguarding records in all aspects of the role.