



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER



CHILDWALL
SPORTS &
SCIENCE ACADEMY

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Applicant Information Pack

Senior Safeguarding Lead

Childwall Sports & Science Academy



Start Date:	01 September 2026
Closing Date:	8:00pm, Thursday 02 July 2026
Shortlisting:	Friday 03 July 2026
Interview Date:	Tuesday 07 July 2026
Post Scale:	NJC SCP 31 -34
Salary:	£41,771 - £45,091
Contract Term	Full Time / Permanent



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Welcome from the Head of School



Dear Applicant,

Thank you for your interest in the position of Senior Safeguarding Lead. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

Childwall Sports & Science Academy is a vibrant, ambitious, and multi-cultural school. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Childwall offers a friendly, welcoming, and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Childwall Sports & Science Academy, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Warmest wishes,

Dr A Thomas
Head of School

About Us

Our **mission** is to engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas, and their passions. We aim to **Engage, Enable** and **Empower** all learners, young and old, across Lydiate Learning Trust to ensure our schools are outstanding.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas, and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words, and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

Our Aims

We pride ourselves on our values and always try to do what is right, so that all learners reach their full potential, regardless of their starting point.

ENGAGING

1. Engaging with all learners, breaking down barriers, to develop an intrinsic love of learning.
2. Engaging with staff so that they are highly valued and listened to.
3. Engaging with families so they can work alongside their child and school on the learning journey.

ENABLING

1. Enabling all of our staff, and those in other academies, to reach their potential through effective CPDL, providing first class quality experiences for all.
2. Enabling a happy, safe, supportive environment for all.

EMPOWERING

1. Empowering learners to take personal responsibility for their future, with a lifelong love of learning.
2. Empowering learners with the tools for academic success and happiness.
3. Empowering learners to develop the self-esteem and confidence which are necessary for a full and happy life.
4. Empowering learners to have a pride in their work, respect for their surroundings and good relationships with others at school and in the local and wider community.
5. Empowering leaders at all levels to lead ethically, with high levels of perseverance, proficiency, and integrity.
6. Empowering the wider community to work alongside us to our mutual benefit.

We can we offer you

At Lydiate Learning Trust, we take pride in our inclusive culture. We believe in recruiting talented and capable individuals, developing them to achieve their career ambitions, and thereby engaging, enabling, and empowering our young people. Our staff play a crucial role in ensuring the future success of our students and our Trust. We are proud to have created an environment that prioritises young people and fosters growth and development for all.

Lydiate Learning Trust is forward-thinking, and if you join our team, your professional development will be as important to us as it is to you. We aim to equip our staff to deliver their best by offering a generous benefits and training package. We offer:

- ❖ A future vision map and professional development
- ❖ A highly competitive salary
- ❖ A staff development programme and appropriate CPDL
- ❖ Excellent occupational health and employer assistance programme
- ❖ Cycle and Technical salary sacrifice scheme
- ❖ Family friendly policies
- ❖ Union recognition
- ❖ A friendly Trust which looks after the wellbeing of its staff
- ❖ Coaching (internal and external to the Trust)
- ❖ A high quality and supportive onboarding programme
- ❖ A modern and relevant approach to appraisal
- ❖ Annual Flu Jobs
- ❖ An excellent Pension Scheme
- ❖ Personal recognition and reward

Safeguarding

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment and maintain a vigilant and safe environment.

All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures. All posts are subject to an enhanced DBS check and medical clearance.

Equal Opportunities

Lydiate Learning Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete Equal Opportunities Form during the application process.

How to apply

If you are interested in joining us on our journey, please apply by completing the online application form on our [career site](#).

Job Description – Senior Safeguarding Lead

Purpose	The Senior Safeguarding Lead (SSL) is a senior post within the Academy Leadership Team with lead responsibility for safeguarding and child protection across the whole school (including Sixth Form and any alternative provision). Working in line with Keeping Children Safe in Education and local multi-agency arrangements, the post-holder will ensure safeguarding arrangements are robust, proportionate and responsive to the academy's context — particularly for pupils who are disadvantaged (50% Pupil Premium), EAL (28%) and pupils with SEND (31%). The DSL will champion a culture that ENGAGES, ENABLES and EMPOWERS pupils, families and staff to keep children safe and to remove barriers to learning.
Reporting to	Head of School (Alex Thomas)
Salary	NJC - 30-33 (£40,777- £44,075)- (Full time).
Working Time	37 hours per week with 30-minute unpaid lunch break. Full time / Permanent

Key Responsibilities

1. Strategic leadership and culture

- Lead the school's safeguarding strategy and ensure policies and practice reflect Childwall's vision and priorities (whole school routines; ambitious curriculum; inclusive attendance).
- Maintain an accessible, visible safeguarding presence to staff, pupils and families; promote a culture of 'it could happen here' and of early help and prevention.
- Provide regular, data driven updates and risk analysis to the Head of School, Academy Leadership Team and Local Governing Body, identifying trends (attendance, exclusions, safeguarding referrals, online risks) and recommending purposeful actions.
- Ensure safeguarding practice supports inclusion: consider barriers faced by PP, EAL and SEND pupils and advise on reasonable adjustments and protective measure.

2. Managing referrals and casework

- Take lead responsibility for all referrals to children's social care, the police and other statutory bodies; ensure timely, proportionate action and accurate record-keeping.
- Lead on the coordination of multi-agency meetings (strategy, CIN, CP, TAC/Early Help), attend relevant meetings and ensure the school contributes effectively to assessments and plans.
- Ensure staff are supported when making referrals and that follow-up actions (safeguarding plans, risk assessments, behaviour support) are implemented and monitored.
- Maintain secure, contemporaneous safeguarding records, ensuring appropriate transfer of child protection files when pupils leave or join the academy.

3. Operational delivery and systems

- Oversee the day-to-day operation of the academy's safeguarding systems (CPOMS or equivalent): accurate coding, chronology, secure storage and GDPR compliance.
- Maintain and review robust risk management plans for individual pupils (including those with SEND and complex needs) and for identified safeguarding risks (online safety, county lines, exploitation).
- Monitor online safety across school devices and networks; identify trends and coordinate targeted education or intervention.

- Ensure safe recruitment checks are completed and recorded; advise on staff conduct, allegations and disciplinary referrals.

4. Training, prevention and curriculum

- Design, deliver and record a proportionate annual safeguarding training programme: whole-staff statutory updates, induction for new staff and targeted training for pastoral teams, tutors and governors (including LADO and Prevent awareness).
- Support curriculum leaders to ensure safeguarding themes are embedded in RSE, PSHE, online safety and personal development provision — including Sixth Form provision where relationships and sex education were highlighted as needing greater depth.

5. Family and community partnership

- Build strong relationships with parents/carers and community partners to support early help and reduce barriers to attendance and engagement.
- Undertake or coordinate home visits where appropriate and lead engagement with families who are hard to reach or who have complex needs.
- Liaise with alternative provision providers to ensure safeguarding responsibilities are met and monitored.

6. Monitoring, review and policy

- Ensure the Safeguarding and Child Protection policy (and annexes) is reviewed annually, published and understood by staff and families.
- Produce termly safeguarding impact reports (data + narrative + recommendations) for the Head of School and Governors with clear actions and timescales.
- Lead on responses to information requests relating to safeguarding (SARs, FOIs) and coordinate with Trust Safeguarding Manager as required.

Line management and corporate responsibilities

- Line manage any allocated safeguarding/pastoral staff (e.g., family support) as required.
- Work alongside the Trust Safeguarding Manager and report to the Governor with responsibility for Safeguarding.
- Act professionally, uphold the school's values and contribute to whole-school initiatives that strengthen safeguarding and pupil welfare.

Key relationships

- Head of School
- Senior Leadership Team
- Governors (Safeguarding Governor)
- Trust Safeguarding Manager
- Pastoral teams, SENDCo, EAL lead
- External agencies (Children's Social Care, Police, Health, CAMHS, LA, Prevent coordinators)

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Person Specification – Senior Safeguarding Lead

Qualifications and Training	
• Qualified DSL or willingness to complete DSL training promptly; safeguarding training up to date.	E
• Degree in related area or equivalent professional experience; training in trauma-informed practice, mental health first aid or Motivational Interviewing.	D
Experience	
• Significant, demonstrable experience working with children and families in education or related settings, including managing safeguarding referrals and multi-agency work.	E
• Experience supporting pupils with complex needs and with high levels of disadvantage, EAL and SEND.	E
• Proven ability to keep detailed, accurate and secure records and to use those records to inform action.	E
• Experience of leading safeguarding in a secondary setting with a Sixth Form.	D
• Experience of designing and delivering safeguarding training.	D
Skills, Knowledge & Aptitudes	
• Strong knowledge of statutory safeguarding guidance (KCSIE) and local safeguarding arrangements; able to apply law and guidance to casework and policy.	E
• Excellent communicator able to build trust with pupils, families and staff from diverse backgrounds; strong cultural sensitivity given high EAL and disadvantaged intake.	E
• Skilled at risk assessment and producing clear, evidence based plans.	E
• High level of integrity and confidentiality; decisive and calm under pressure.	E
• Good organisational and IT skills (familiarity with safeguarding record systems such as CPOMS desirable).	E
• Commitment to inclusion and reducing barriers to learning for PP, EAL and SEND pupils.	E
Personal Attributes	
• Empathetic, resilient, persistent and solution focused.	E
• Able to work flexibly to meet the needs of pupils and families (including occasional out-of-hours contact for urgent matters).	E
• Collaborative team player with the confidence to challenge practice where safeguarding is compromised.	E

Other

• Full UK driving license.	E
• Right to work in the UK and a DBS check at enhanced level	E
• Ability to travel to Trust sites if required.	E

