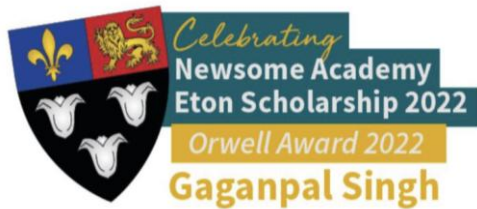




Newsome Academy

Everyone Exceptional Everyday

SAFEGUARDING LEAD INFORMATION PACK





- **Salary Scale:** Scale SO2, SCP 26-28 (FTE £37,280-£39,152)
- **Actual Salary:** £32,978
- **Contract type:** Permanent, 37 Hours, Term Time Plus 5 Days
- **Start Date:** ASAP
- **Closing Date:** 20th May 2026 at 9am

About the Role

- The Safeguarding Lead plays a critical role in leading the safeguarding team and supporting students' mental health and emotional wellbeing while also serving as a primary point of contact for safeguarding and child protection matters. This dual role ensures a holistic and responsive approach to student welfare, promoting a safe, inclusive, and supportive learning environment.
- You will work closely with students, staff, families, and external agencies to ensure that all young people receive the care, protection, and support they need to thrive.
- This is an exciting opportunity to join a highly experienced and well-established safeguarding team, recognised for its proactive and student-centred approach. The team has a strong track record of working collaboratively across departments and with external partners to ensure the highest standards of care and protection for all students. The successful candidate will contribute to and benefit from this dynamic, supportive, and solution-focused environment

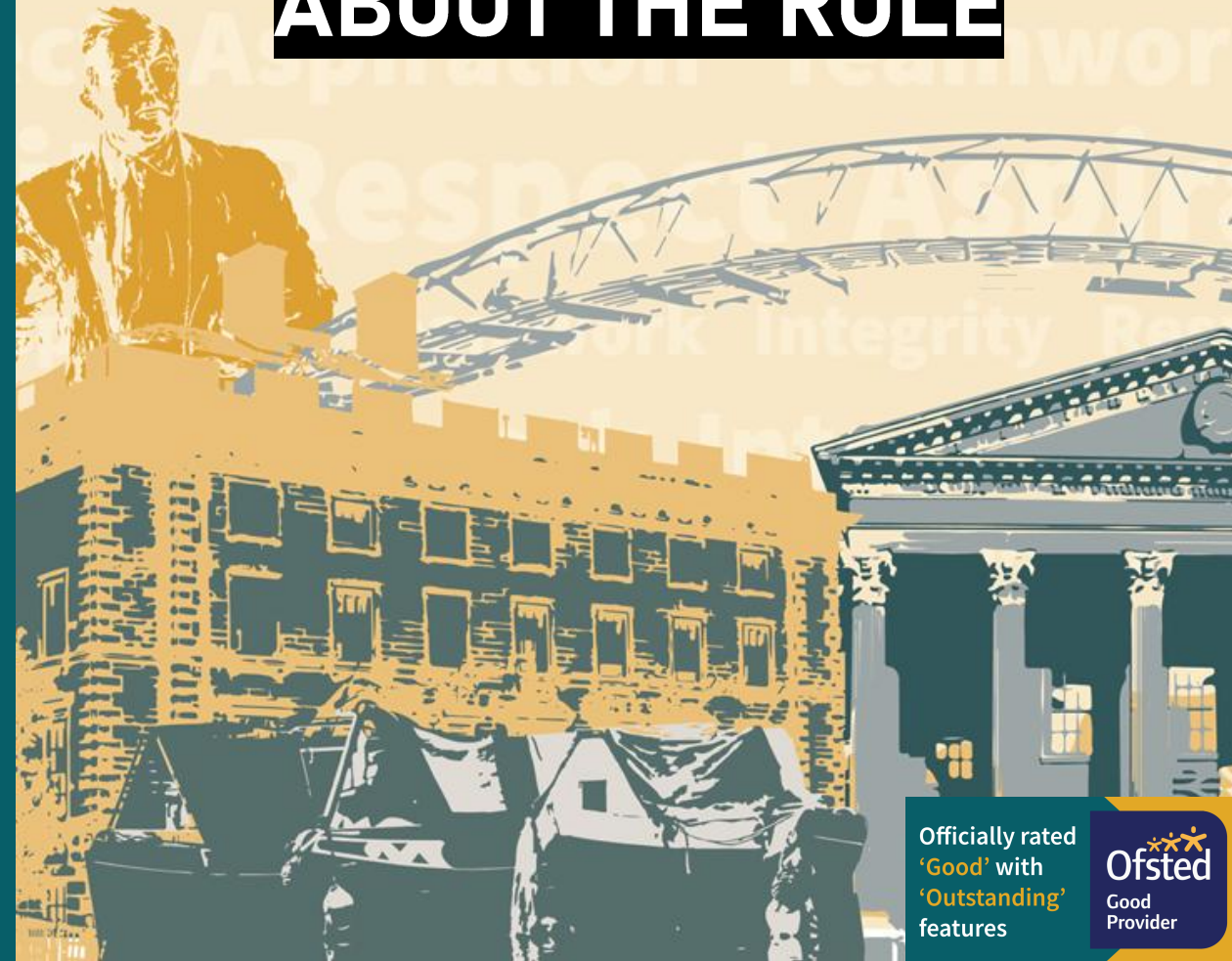
Support and further Career Opportunities

- We invest in and support our staff and over recent years have welcomed colleagues onto the Senior Leadership team and other whole school responsibilities as part of their development. We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over recent years. Being part of a MAT also offers networking and career prospects for candidates wanting to progress in the future as we continue to grow and develop together. Our Trust is very much the heartbeat and offers an abundance of support and opportunity. This is echoed by our wonderful Governors and indeed community in which we serve.



Newsome Academy

ABOUT THE ROLE



Officially rated
'Good' with
'Outstanding'
features

Ofsted
Good
Provider



**Newsome
Academy**
Everyone Exceptional Everyday

ABOUT

US

Newsome Academy is a successful, oversubscribed secondary school, set in fabulous countryside in south Huddersfield. We have over 800 students and over 60 awesome teaching and support staff. We are very unique in the fact that we also have two specialist provisions - Hearing Impaired and Physically Impaired. These provisions allow students to be in mainstream lessons whilst getting the specialist support, they need. The Headteacher and the Senior Team are always present around school, whether this be on duty during social times or dropping into lessons to check on the school climate. We promote leadership and this is evidenced through our amazing students and wider staff teams. The school has seen a significant and exciting change and we have celebrated record-breaking results for the past few years. We are also the only school in Kirklees that are celebrating a student securing a Scholarship at Eton College in 2022.

Newsome is one of 10 Academies that for Impact Education Multi-Academy Trust. There are 2 Secondaries, 1 Through School, 1 Alternative Provision and 6 primaries. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff. Impact Academies are aligned to the Trust Mission, Vision and Aims. Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



Officially rated
'Good' with
'Outstanding'
features

Ofsted
Good
Provider

To be a pupil at this school is to be part of a caring, closeknit family. Staff and pupils form strong relationships that underpin the school's work. Pupils are safe. They are nurtured to achieve their full potential. In the words of one pupil, echoing the sentiments of many, 'We belong here.'

Pupils respond admirably to the high expectations that staff have of them. They are happy, enjoy learning and achieve well. Teachers support pupils very well. Pupils learn a curriculum which is constructed and designed to give them the best start in life.

Pupils' conduct at the school is exemplary and an excellent model of inclusion. Pupils are unfailingly polite and exhibit the school's values of respect, integrity, teamwork and aspiration. Pupils are attentive in lessons and enjoy learning.

The school prioritises reading. Pupils are provided with many opportunities to read. They are encouraged to read aloud in class, practise new vocabulary and develop their oracy skills. Pupils receive weekly literacy seminar sessions in which they read and discuss a text together.

Transformative changes to the school have been made by skilled and determined leaders. They have a sharp understanding of the school's many strengths and remaining areas for development. Governors and trustees provide support and hold school leaders to account effectively.

**IN FEBRUARY 2024, WE
WERE PRAISED FOR MANY
THINGS. YOU WILL BE
JOINING A FANTASTIC
FAMILY!**

**Officially rated
'Good' with
'Outstanding'
features**



Ofsted
Good
Provider

Purpose of Role

- The key purpose of this role is to ensure all students feel safe, supported, and able to achieve their full potential by providing high-quality support, robust safeguarding oversight, and collaborative engagement with staff, families, and external agencies. This role will be based in our Safeguarding office and will include oversight of the safeguarding team, with responsibility for reporting to the Lead Designated Safeguarding Lead (DSL).

Main Duties and Responsibilities

- Provide one-to-one and group sessions to students dealing with emotional, psychological, or academic issues.
- Conduct assessments to identify students' needs and appropriate support interventions.
- Maintain accurate, confidential records of all sessions in line with ethical and legal standards.
- Act as a Deputy Designated Safeguarding Lead, taking the lead on child protection and child in need cases.
- Oversee the operational work of the safeguarding team, ensuring consistency, quality, and adherence to safeguarding procedures.
- Report safeguarding trends, concerns, and updates to the SLT and DSL, contributing to strategic safeguarding oversight.
- Maintain an up-to-date knowledge of safeguarding legislation, guidance, and best practices (e.g., *Keeping Children Safe in Education*).
- To maintain and manage all information systems that relate to safeguarding – CPOMS.
- Inform relevant staff when correct procedures are not followed in line with the safeguarding policy
- Provide general advice and guidance to staff, students and others.
- To ensure telephone/email enquiries are responded to sensitively and resolved appropriately, directing more complex calls to appropriate staff.
- To provide a friendly, professional and customer focused climate for all students, visitors and callers.
- To respond to any safeguarding queries in a timely manner and resolve as quickly as possible to limit the impact on learning..
- Support with social times and pastoral duties where necessary.
- To ensure documents/reports are produced and formatted to school standards and within school deadlines (i.e. Letters to families)
- To liaise with staff, pupils, or other outside agencies on behalf of the Safeguarding team as required to gather, receive and exchange information.
- To contribute to developing and maintaining effective and appropriate administrative and Pastoral systems in support of the school's practices and procedures.
- Engage in professional development and share information across teams.
- To liaise with other agencies, where guided, to secure effective and coherent support for students.
- Establish productive working relationships with students, acting as a role model.
- Provide information, advice and guidance to support families and enable students to make choices about their own learning, behaviour and wellbeing.
- Challenge and motivate pupils, promote and reinforce self-esteem and resilience.
- Perform other relevant tasks as directed by senior leaders.
- Work in partnership with, and across, other Academies across The Impact Education Multi Academy Trust (the "Trust") as required.

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Head teacher.



Newsome Academy

JOB

DESCRIPTION

Officially rated
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'Outstanding'
features


Good
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Essential Qualifications and Experience:

- Experience working with young people in a school, college, or similar setting.
- DSL training with substantial experience in a safeguarding role, including leading or supporting safeguarding practices.
- Experience of overseeing safeguarding provision and contributing to whole-school safeguarding strategy, including reporting to senior leaders.
- In-depth knowledge of safeguarding legislation and statutory guidance, including GDPR, *Keeping Children Safe in Education*, and child protection procedures.

Skills and Competencies:

- Excellent listening, empathy, and communication skills.
- Strong decision-making abilities and sound professional judgement.
- Ability to work with discretion, integrity, and maintain confidentiality.
- Effective organisational and administrative skills.
- Ability to work both independently and collaboratively as part of a multidisciplinary team.
- Ability to lead, support, and challenge colleagues to ensure high standards of safeguarding practice.

Desirable:

- Recognised counselling / mental health qualification
- Experience in trauma-informed practice.
- Knowledge of local safeguarding partnerships and referral procedures.
- Mental Health First Aid qualification.
- Experience in a deputy or lead safeguarding role within an educational setting.

Safeguarding Commitment:

Newsome Academy is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check and provide satisfactory references.

Please note that this role may require out of hours working and the candidate must be flexible around this.



Newsome Academy

SKILLS

Officially rated
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HEARTS & MINDS STRATEGY

SUPPORTING WORKLOAD & WELLBEING FOR EMPLOYEES...

- **Over 10% PPA allocation** – our Teachers gain over 30mins extra each week.
- More PPA time by not having a form for 3 days of the week so you can plan for your busy day – equating to 63.5 additional planning hours over the year.
- **All Teachers get a laptop** supplied to aid working.
- Start of year arrangements to support planning including additional September start of term INSET sessions for staff to 'settle back' into the new academic year. Staggered year group starts to enable more planning time for staff.
- **Luxury staffroom & working facilities** with fridges, freezers, water machines and complimentary tea/coffee.
- School Dog Mentor is here every day to bring a smile to our day – available for cuddles and walks at any time.
- **Seasonal staff events** including Christmas events and Friday meet-ups.
- **New facilities** & ICT in every classroom.
- Free lunch for duties and food provided for Open Evening and Parents Evening commitments.
- **Half-termly staff voice** to ensure each and every voice and opinion is heard.
- Free annual Flu vaccinations so staff don't have to spend precious personal time and money.
- **Free to use professional gym** for all staff and reduced rates on facility hire.
- Adapted facilities for working health – offering specific aids to enable health/disability-related requirements.
- **An extraordinary feel of positivity** where you are warmly greeted by all when you walk through the building.



Respect Aspire
Integrity Respect Aspi
on Teamwork
Int



WE LOOK FORWARD TO YOUR APPLICATION TO JOIN OUR FAMILY...

CHECK OUR 'X' ACCOUNT TO SEE OUR
FAMILY IN ACTION AND GET IN TOUCH FOR
A HEADTEACHER VISIT & INFORMAL CHAT
ABOUT THIS EXCITING OPPORTUNITY.

Contact:

Anna Hall – Senior Assistant Headteacher - DSL.
ahall@newsomeacademy.co.uk



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