

Deputy Designated Safeguarding Lead at Estuary Academy

Salary: NJC SC6

Hours/Term Time/Full Time: TTO Plus 4 weeks

Location: Gravesend

Start Date: September 2026

Estuary Academy North (Gravesend) are seeking an enthusiastic, experienced and highly motivated **Deputy Designated Safeguarding Lead (DSL)** to join our leadership team.

This is an exciting opportunity to play a key role in safeguarding and pupil wellbeing, ensuring every young person feels safe, supported and able to achieve their full potential.

As DDSL, you will lead all aspects of safeguarding and child protection, ensuring compliance with statutory guidance and maintaining strong partnerships with families and external agencies.

The successful candidate will have experience of safeguarding within education or children's services, an excellent understanding of statutory safeguarding responsibilities, and the ability to build positive relationships with pupils, families and professionals. Experience within a SEND or specialist setting is desirable.

At Estuary Academy North, we are committed to investing in our staff and offer a supportive leadership team and opportunities for continued professional development.

We are looking for someone who:

- Has experience managing safeguarding and child protection concerns.
- Can confidently lead multi-agency working and support vulnerable pupils and families.
- Is organised, resilient and an excellent communicator.
- Is passionate about improving outcomes for children and young people with additional needs.
- Can lead with compassion, professionalism and integrity.

The Trust/Estuary Academy North can offer you:

- An organisation with a clear moral purpose to change young people's lives.
- A commitment to support you, in developing new skills through a wide range of professional development opportunities and experiences.
- The opportunity to work with a dedicated passionate team of professionals.

- Access to our 24/7 employee assistance scheme.
- Term-time hours and flexible working.
- Additional paid week leave in October for wellbeing purposes.
- Five Year Service award for Support Staff.
- Teachers' Pension Scheme or Local Government Pension Scheme.
- Eye care reimbursement.
- Eligibility to discount schemes such as Blue Light.

Applications must be received no later than the closing date on the advert. Applications received after this date will not be considered. To help manage applications efficiently, we reserve the right to close this vacancy early if we receive a strong response therefore, we encourage you to apply as soon as possible. We may also interview shortlisted candidates before the official closing date.

Further information about Alternative Learning Trust/Estuary Academy North can be found on our website.

Closing date: 18th September 2026

Interview date: TBC

Safeguarding Statement

Alternative Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

This post is exempt from the Rehabilitation of Offenders Act 1974. Shortlisted candidates will be asked to complete a Declaration of Offences form to confirm their criminal record or other information that may make them unsuitable to work with children. *It is an offence for an individual with certain criminal convictions to attempt to engage in regulated activity (working with children).*

This appointment is subject to pre-employment checks including an enhanced DBS check, teaching prohibited checks (if applicable), Section 128 check (if applicable), ID and right to work check, medical screening and confirmation of qualifications and references. We will conduct online searches on shortlisted candidates for information that is publicly available.

Copies of Estuary Academy North's Safeguarding and Child Protection Policy can be found on the Estuary Academy North website.

If you have any further questions, please contact Katie Murray (HR Officer) kmurray@estuaryacademy.co.uk