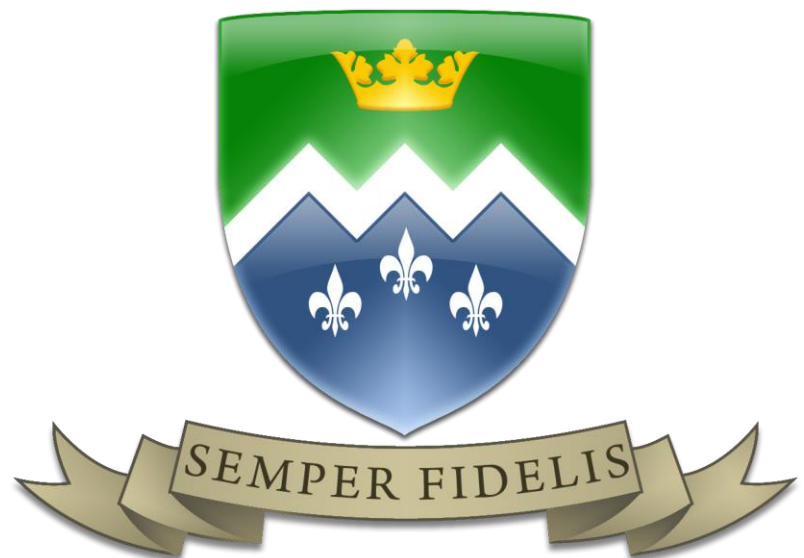


ST MARY'S CATHOLIC ACADEMY

Safeguarding Officer Application Pack



Welcome to St Mary's Catholic Academy

Thank you for considering St. Mary's Catholic Academy for the next stage in your career. We are seeking to appoint a Safeguarding Officer. This will be a one-year fixed term contract to cover maternity leave.

St Mary's is a highly regarded oversubscribed Catholic Academy in Blackpool in the Diocese of Lancaster. The school is very much a Catholic family where everyone works together to support and challenge one another to be the best they can be.

Our Catholic Ethos founded on the hallmarks of:

Catholic

Caring

Community

Challenge

is key to our success. Students and staff are all encouraged, as our mission statement states, to grow in wisdom, understanding, self-esteem and closeness to God. Many of our staff and students are Catholic or Christian, we are joined by a number of staff and students who aren't, anyone is welcome become and be part of our family as long as they are willing to support and contribute to the ethos and success of the Academy.

As Head Teacher, I believe that a happy, highly trained and well supported staff is the key to our success. Staff at St Mary's received a full induction programme and access our outstanding weekly professional development. All teaching staff also have 70 minutes of additional non-contact time per fortnight to focus on their own area of interest in enhanced professional development. New staff are also supported by regular, weekly coaching meetings and support from their subject areas; a range of leadership development programmes is also available.

St Mary's is designated as Blackpool's research school and provides staff with the opportunity to benefit from the latest research and evidence in education. Everything we do, whether that be our innovative key stage 3 reading programme; our approach to revision and practice homework; or the design of our professional development curriculum for teachers; is researched evidence based.

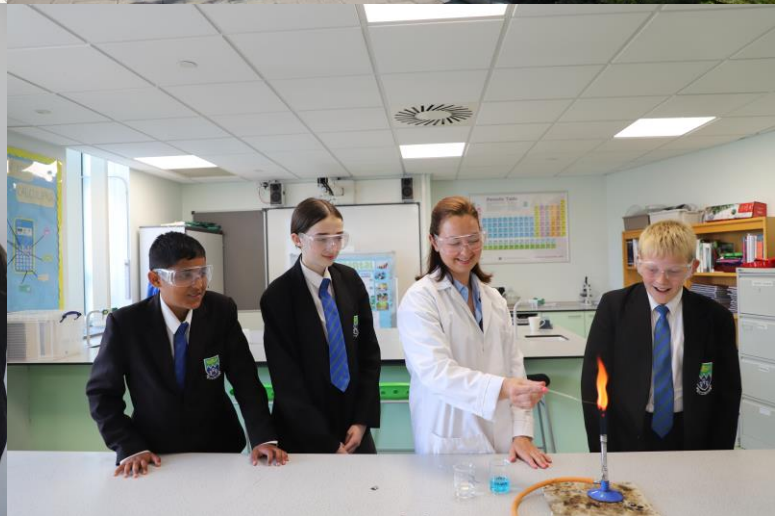
Staff wellbeing is also a key part of our success as a school. A hard-working staff should be well supported and cared for to allow them to meet the demands made of teachers in a modern context. All staff are provided with their own personal laptop and extensive training and the support of colleagues. Staff are able to take advantage of the Schools Advisory Service Wellbeing package which offers access to Counselling, 24-hour GP helpline, Health advice and support, Physiotherapy advice and a range of other services. A well-resourced support team of IT technicians, admin staff, chaplaincy staff and site staff work hard to make sure the Academy runs smoothly and that teaching staff are well supported to focus on our core business of teaching. Workload issues are regularly discussed with our staff committee and policies around marking, assessment, reporting and home work are carefully designed to try and manage the workload for staff. An email protocol ensures staff are not disturbed by emails in an evening and small gestures like tea, coffee and biscuits served by our amazing housekeepers, free access to the school fitness suite; free annual flu jabs; a car valet service and regular staff social events all help to make our Academy and Trust a rewarding place to work. All of this work takes place in state of the art facilities. St Mary's was lucky enough to benefit from a 22.5 million point partial rebuild and refurbishment, we are so lucky to work in one of the best school building in the region.

Staff retention is high at St Mary's because staff are valued and in return work hard to ensure our students achieve the best possibly outcomes. If what you have read so far is exciting and you feel that St Mary's is a community in which you will thrive and make a positive contribution to our ethos and journey, then we would love to receive your application. You will find more information about St Mary's and information specific to this role and the application process in the rest of this document. You can also find further information out about the Academy on our website.

Yours faithfully,



Mr. Simon Eccles
Headteacher



Catholic - Caring - Community - Challenge

CEO Welcome

Dear Applicant,

Thank you for your interest in the role of Safeguarding Officer at St. Mary's Catholic Academy. St. Mary's is part of the Blessed Edward Bamber Catholic Multi Academy Trust (BEBCMAT).

This is a fabulous opportunity for you to join us and work with a fantastic group of committed staff who believe strongly in education and working to improve the life chances of our children and young people.

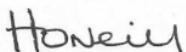
The core principles of the Trust are to educate the whole person, aiming for excellence and working together for the Common Good. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people can 'belong, engage and become' – and reach their full potential by realising their God-given talents.

The Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. We are a values-driven Trust. Our core values of Trust, Respect, Faith, Hope and Service are our hallmarks. These values underpin all of our relationships; between staff, pupils, families, our wider parishes and local communities.

In our Trust, we welcome people who share our vision and our absolute commitment to our pupils, our staff, our families, parishes and the wider communities we serve.

If you believe you have the knowledge, skills and experience to make a positive contribution then we would welcome an application from you.

Yours sincerely,



Helen O'Neill
Chief Executive Officer

What others say about St. Mary's

OFSTED

A full Ofsted Inspection of St Mary's in May 2022 was extremely positive and confirmed that St Mary's Catholic Academy continues to be good in all areas. Inspectors noted in relation to curriculum that: "Leaders have ensured that pupils follow a suitably ambitious curriculum. Pupils achieve well overall. This includes pupils with special educational needs and/or disabilities (SEND) and disadvantaged pupils. Students in the sixth form receive an especially strong quality of education." They were also pleased to see in relation to behaviour that: "Pupils behave well in lessons and around the school. They are polite and well mannered. They enjoy positive relationships with one another." We were pleased that inspectors noted the strength of personal development: "Pupils benefit from a strong programme of personal development. This includes age appropriate relationships and sex education and health education. Pupils learn about other cultures and beliefs. Teachers prepare pupils well for life in modern Britain." and our focus on the well-being and development of staff: "Leaders are passionate about supporting the wellbeing of staff. They put a strong emphasis on professional development, including research. They care for their staff. Teachers appreciate the efforts made by leaders to reduce their workload. Staff enjoy working at the school."

You can read full copy of the report here: <https://files.ofsted.gov.uk/v1/file/50187176>

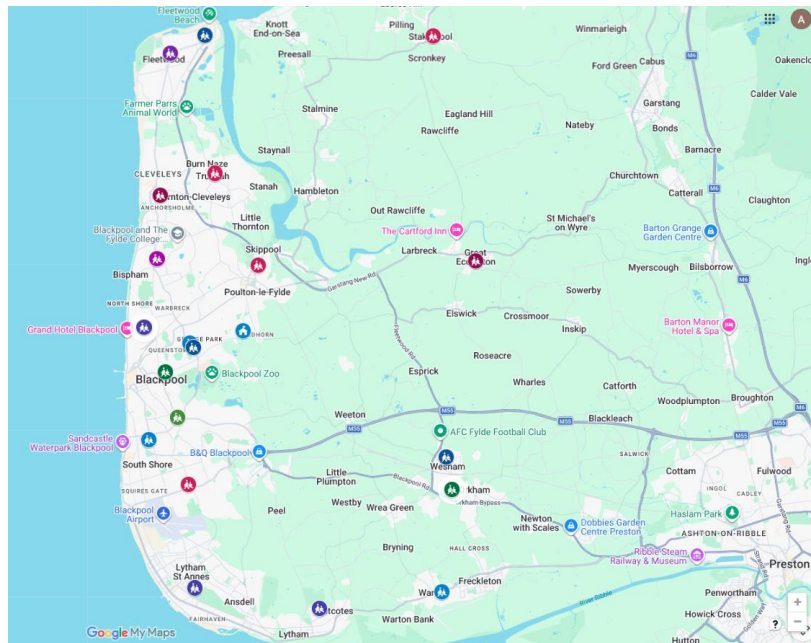
Diocesan Section 48 inspection

Our 2023 Diocesan Inspection Report in graded us as "Good". The Academy was graded as "Outstanding" in Catholic life and mission and Collective worship. A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- The school has exceptionally high standards of pastoral care and support for its students. Through the extensive range of services, student welfare is given the highest priority.
- Provision for chaplaincy, as well as the impact this team make on the lives of the students and staff, in and beyond the school is outstanding.
- Sixth form core religious education is very strong and strengthens the distinctive offer to Catholic students.
- The headteacher, leadership team, governors and trust board show a great dedication to the development of St Mary's as an inclusive and caring school. The highest priority is given to Christian formation and academic success.
- A very strong commitment to Catholic social teaching is evident throughout this community and students proactively engage in charity work.
- The strong sense of community is a defining characteristic and visitors often remark on the warm and inclusive atmosphere, extending to individuals of all faith backgrounds, making them feel part of the Catholic community.

Trust Schools

	Christ the King Catholic Academy		Holy Family Catholic Primary School, Blackpool
	Holy Family Catholic Primary School, Warton		Our Lady of the Assumption Catholic Primary School
	Our Lady Star of the Sea Catholic Primary School		Sacred Heart Catholic Primary School
	St Bernadette's Catholic Primary School		St Cuthbert's Catholic Academy
	St John's Catholic Primary School, Poulton		St John Vianney Catholic Primary School
	St Joseph's Catholic Primary School		St Kentigern's Catholic Primary School
	St Mary's Catholic Academy, Blackpool		St Mary's Catholic Primary School, Fleetwood
	St Mary's Catholic Primary School, Great Eccleston		St Peter's Catholic Primary School
	St Teresa's Catholic Primary School		St William's Catholic Primary School
	St Wulstan's & St Edmund's Catholic Primary School		The Willows Catholic Primary School



What we offer - Benefits

Living Wage Employer



As an employer, we pay the real Living Wage so you can always be sure that you'll earn no less than the current rate.

Pension Scheme



Teaching staff: You will be enrolled into the Teachers' Pension Scheme.
Non-teaching staff: You will be enrolled into the Local Government Pension Scheme.

Health and Wellbeing



We offer access to free and confidential wellbeing services including GP service, counselling, mindfulness support and physiotherapy.

Death in Service



Should the worst happen, your nominated beneficiary will receive a payment of 3 x your annual salary if you are part of the pension scheme (TPS or LGPS).

Flu Jab



Our Trust offers all employees a flu vaccination. Employees can arrange their own vaccination and reclaim the cost up to the value of £15.00.

Travel to Work Scheme



We offer discounted travel via Blackpool Transport for the use of buses and trams.

How to apply

Prior to applying

If you are unclear about any aspect of the application process or you would like any additional information about the school or the role, please contact the school:

Telephone - 01253 396286

or

Email - admin@st-mary.blackpool.sch.uk

Application process

Please follow the link below to our careers page and complete your online application:

<https://mynewterm.com/school/St-Mary's-Catholic-Academy/141257>

Evidence will be drawn from:

- Letter in support of application.
- Application Form.
- Task.
- Response to questions during interview.
- References.

Letter of application should:

- Be clear, concise and well presented.
- Demonstrate how you meet the person specification.
- Be no more than two sides of A4 in length.

Closing date for applications: **Monday 22nd June 2026 – midday**

Shortlisting date: **Tuesday 23rd June 2026**

Interview date: **Thursday 25th June 2026**

Post Details:

Grade: NJC pay Grade G – scale point range 25 to 28

Full time equivalent salary: £36,363.00 to £39,152.00 (pay award pending)

Actual salary: £31,377.00 to £33,783.00

Contract: Fixed Term to cover maternity leave to 31/8/2027 or until the substantive postholder returns

Hours: 37 per week, term time only plus 5 days

Start Date: 1st September 2026

Job Description

Safeguarding Officer

Core responsibilities

The Safeguarding Officer reporting to the Designated Child Protection Officer will work with and support all staff in the school to ensure high levels of safeguarding are secured and that any students at risk due to child protection and safeguarding concerns are fully supported to enable them to develop their personal, social and academic qualities to the full.

Key Outcomes

1. A caring, Catholic ethos built on high quality relationships.
2. A positive learning culture and consistently high standards of attainment and achievement throughout the Academy.
3. Elimination of all poor behaviour and increased proportions of excellent and very good behaviour.
4. High levels of attendance and punctuality in the Academy.
5. A positive learning culture and sense of belonging for students.
6. Improved levels of parental engagement and support for vulnerable students' education within the Academy.
7. Promotion and safeguarding of the welfare of all students

These key outcomes will be achieved by:

A. Developing a Common Mission and Shared Vision through:

- Leading and facilitating the development of safeguarding and child protection policies, training and procedures and guidance for the academy.
- Implementing the Academy's agreed policies, systems and processes (for example Curriculum, Teaching & Learning, Assessment, Reporting, Gifted & Talented, SEN, Rewards, Detention, Promoting Positive Behaviour, Activities & Events) and reporting all concerns to an appropriate person as they arise.
- Implementing effective formal and informal communication systems with other staff involved in Safeguarding.

B. Developing a commitment to safeguarding in the Academy by:

- Liaising with colleagues to support strategic development, share good practice and plan collaborative activities in relation to safeguarding.
- Developing a register of students who are 'At Risk' based on referrals and information sharing from other services directly related to the safeguarding of young people.

C. Managing the safeguarding of students across the Academy by:

- Receiving and coordinating referrals, arranging action and reviewing services for children and families.
- Completing relevant referral paperwork and forms in relation to safeguarding and child protection.

Job Description

Safeguarding Officer

- Maintaining accurate, confidential and up to date documentation on all cases of safeguarding and child protection using the Academy's safeguard or similar software system.
- Working directly with children in need and their families in the community in order to promote, strengthen and develop the potential of parents/carers and their children in order to prevent children becoming looked after and/or suffering significant harm.
- Supporting the care of children where their living arrangements are at risk of breakdown.
- Attending and participating in Child Protection core groups and conferences as required by the Local Authority and Social Services.
- Arranging and attending Professional's meetings where concerns have been raised as required.
- Ensuring that students who are victims of abuse are supported appropriately and sensitively and that all actions assigned the Academy from planning and intervention meetings are successfully carried out and monitored.

D. Leading the Development of Effective links with Parents by:

- Providing support and guidance to carers and providing planned interventions as part of agreed plans for children.

Other responsibilities:

- To carry out supervision duties, including a half hour lunch duty as directed in the school duty rota.

Person Specification

Requirements	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Experience of working effectively with vulnerable people in either education, social work, youth work or another related area of work. • Experience of working effectively with the parents /carers of children/young people. • Previous experience of attending and participate in child protection core groups and conferences as required by Local Authority and Social Services. 	
Qualifications	<ul style="list-style-type: none"> • NNEB, NVQ Level 4 relating to children and young people, BTEC in childhood studies or equivalent three years experience. • GCSE English or equivalent. 	<ul style="list-style-type: none"> • Level 1 ICT or ECDL or equivalent.
Knowledge	<ul style="list-style-type: none"> • Full working knowledge of relevant policies/codes of practice and understanding of legislation specifically relating to Safeguarding and Child Protection. • Understanding of how to approach writing an action plan for a student, maintain student records and write other short reports as required. • Demonstrable knowledge of the principles involved in giving advice and guidance to children/young people, including the place of confidentiality. • Knowledge of the responsibilities of agencies towards vulnerable children such as the Child Protection Procedures. 	
Skills	<ul style="list-style-type: none"> • Good literacy, numeracy skills and ICT skills. • Excellent interpersonal skills. • Effective organization. • Confidence to work independently. • Ability and willingness to develop and deliver small group training. • Ability and willingness to ensure good discipline and adherence to Academy rules. • Ability to work on one's own initiative, balance competing priorities and organise a work schedule. • Ability to motivate children/young people by establishing empathic and supportive working relationships. • Ability to work as part of a team to reach agreed targets and outcomes for children/young people. • Ability to travel to meet work commitments in all parts of Blackpool and the wider area. 	
Personal Qualities	<ul style="list-style-type: none"> • Calm manner. • Good sense of humour. • Willingness to be part of the whole academy and to contribute to its ethos. • Flexible, reliable and honest. • Understand the need for confidentiality. • Excellent punctuality and attendance record. 	

Safeguarding Information

Introduction

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

Application Stage

All applicants are scrutinised to verify identity and academic qualifications, Professional references are requested using our standard pro-forma for short-listed candidates. As a minimum, references should be from the two most recent employers and a Parish Priest if applicable. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form requires applicants to complete a disclosure of any criminal convictions.

Short listing

Only those candidates meeting the criteria outlined in the person specification will be shortlisted. All short-listed candidates will be subject to an online search as part of our safer recruitment due diligence.

Interview

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

Appointment

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre-employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

Probation

All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal opportunities

BEBCMAT recognises the value of, and seeks to achieve a diverse workforce. BEBCMAT takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

BEBCMAT is committed to ensuring that the privacy of an individual is protected. By signing a contract of employment, the employee is agreeing to the Trust processing their personal data, including 'sensitive personal data' as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administrations, as well as complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to the Trust. A full list of these organisations is available on request from the CFO.

