



**TAPESTRY  
LEARNING  
PARTNERSHIP**

JOB OPPORTUNITY

## **Leader of Safeguarding**

**City of Derby Academy, Sinfin, Derby**

Permanent

37 hours per week, 52 weeks per year

Leadership Pay Scale L6 – L10 - £58,569 - £64,691

### **Join us on an exciting journey of transformation and excellence.**

At Tapestry Learning Partnership, we believe in the power of education to change lives. Formed in January 2026 through the merger of two strong trusts, QEGSMAT and Djanogly Learning Trust, we are building a future where every child succeeds and flourishes. Now, we are looking for an exceptional Headteacher to lead our diverse, inclusive, and ambitious school community. Serving over 1,000 students and a richly multicultural population with more than 40 home languages, we are a school committed to improving the life chances of every child.

### **About the Role**

A Safeguarding Lead is responsible for leading and coordinating the day-to-day safeguarding and child protection arrangements within the Academy, ensuring that all pupils are safe, supported, and protected from harm. Working closely with the Designated Safeguarding Lead (DSL), they oversee safeguarding systems and procedures, manage complex cases, and coordinate multi-agency work with external services. The role involves providing guidance and support to staff, ensuring safeguarding practices are consistent and compliant with statutory requirements, and promoting a strong safeguarding culture across the school. They also work directly with vulnerable pupils and families to provide early help and targeted support, while maintaining accurate records, monitoring safeguarding concerns, and advising senior leaders on risks and emerging issues.

### **Who We're Looking For**

We are seeking a highly skilled and committed Safeguarding Lead who is passionate about ensuring the safety, wellbeing, and success of all pupils. The ideal candidate will have strong experience in safeguarding and child protection, with the ability to manage complex cases and work effectively with external agencies. They will demonstrate excellent leadership and organisational skills, enabling them to oversee safeguarding systems, support staff, and promote a strong culture of vigilance across the school. With a calm, professional approach and the ability to build positive relationships with pupils, families, and colleagues, the successful candidate will play a key role in ensuring high standards of safeguarding practice and supporting vulnerable students to thrive.

## About City of Derby Academy

City of Derby Academy is a school where every student and every member of staff is encouraged and supported to realise their full potential. Our culture is grounded in high expectations, strong and respectful relationships, and a deep commitment to inclusion.

Serving a wonderfully diverse community with more than 40 home languages, our vision is simple yet profound: to improve the life chances of every child.

We offer an ambitious curriculum, exceptional pastoral support and a wide range of enrichment opportunities, from educational visits and clubs to our thriving Combined Cadet Force.

Students develop academically, personally and socially, gaining the knowledge, skills and character they need for the next stage of their education, employment or training.

City of Derby Academy is a school where:

- Diversity is celebrated, and inclusion underpins everything we do
- Students feel safe, supported and able to thrive
- High expectations drive achievement, ambition and pride
- Relationships are strong, respectful and purposeful
- Staff wellbeing and professional development are valued, and colleagues are proud to work here

City of Derby Academy is a place of possibility; a community united by the belief that every child deserves the very best opportunities, every single day.

## Why Join Tapestry?

As part of our Trust, you'll benefit from:

- A supportive network of professionals who share your commitment to excellence
- High-quality professional development and career progression opportunities
- A caring, inclusive organisation that values staff wellbeing and work-life balance
- Access to a range of employee benefits designed to promote health and wellbeing

This is your chance to be part of something special. Help us shape the future and make a lasting impact.

Tapestry Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK.

Further information about our commitment to Safeguarding can be found at: [Tapestry Learning Partnership](#)

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore shortlisted applicants are required to declare all unspent cautions or convictions, and any adult cautions or convictions that

are not protected (i.e. that are not filtered out) as defined by the rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

If you are interested and wish to have an informal conversation to discuss the role, or would like to visit the school, we would be happy to arrange this. Please contact Claire Backhouse, Headteacher, on 01332 270450.

Further details about our school can be found on our website: <https://www.cityofderbyacademy.org/>

To apply for this position, please visit our careers page via our website: [Tapestry Learning Partnership](#)

**Closing date for applications:** Tuesday 19th May @ Noon

**Interview date:** Friday 22nd May 2026

**Potential Start date:** ASAP

# JOB DESCRIPTION

- Post Title:** Safeguarding Lead
- Reporting to:** Deputy Headteacher
- Disclosure Level:** Child Workforce - Enhanced, Children's Barred List

## Purpose of the Post

The Leader of Safeguarding is responsible for leading and coordinating the day-to-day safeguarding systems, practices, and responses within the school, ensuring that all students are safe and well supported.

Working under the direction of the Deputy Headteacher (DSL), the postholder will provide professional leadership, oversight, and expertise in safeguarding, managing cases, coordinating multi-agency work, and supporting staff to fulfil their safeguarding responsibilities. The role contributes to strategic discussions but does not hold whole-school executive authority, which rests with the Deputy Headteacher and senior leadership team.

## Core Responsibilities

### Safeguarding Leadership and Oversight

- Work alongside the Designated Safeguarding Lead (DSL) for the school, with responsibility for the effective operational management of safeguarding and child protection arrangements.
- Implement, monitor, and review safeguarding procedures and systems, ensuring compliance with statutory guidance and school policy, as directed by the DSL.
- Work closely with the DSL to ensure safeguarding priorities are reflected in academy improvement planning.
- Coordinate and manage multi-agency safeguarding work, including referrals, meetings, and ongoing case oversight.
- Ensure safeguarding concerns are responded to consistently, proportionately, and in a timely manner.

### Operational and Professional Leadership

- Provide day-to-day leadership and guidance for safeguarding staff, including the Safeguarding Manager, Designated Teacher for Looked After Children and Deputy DSLs.
- Support, challenge, and quality-assure safeguarding practice across the school.
- Ensure appropriate record-keeping, monitoring, and evaluation of safeguarding actions and outcomes.
- Contribute professional advice to senior leaders on safeguarding risks, themes, and emerging concerns.
- Provide regular safeguarding updates and reports to the DSL and senior leadership team, as required

### Support for Vulnerable Students and Families

- Coordinate and personally undertake complex safeguarding and child protection casework.

- Support students and families to overcome barriers to learning, engagement, and wellbeing.
- Coordinate early help, targeted intervention, and preventative support to reduce escalation to statutory services.
- Maintain effective working relationships with families, acting as a professional and accessible point of contact where appropriate.
- Signpost and facilitate access to appropriate external support services, including mental health provision

### Staff Training and Safeguarding Culture

- Coordinate safeguarding training to ensure all staff understand their responsibilities and act with confidence and consistency.
- Promote a strong safeguarding culture across the school, where concerns are identified early and acted upon appropriately.
- Support staff with advice and guidance on safeguarding concerns and thresholds.

### Working with the Wider System

- Maintain effective professional relationships with external agencies and partners.
- Attend and contribute to meetings, case conferences, and reviews as required.
- Represent the school in safeguarding matters as delegated by the DSL.

### Professional Standards and General Duties

- Maintain strict confidentiality and comply with data protection requirements.
- Uphold safeguarding, equality, and health and safety policies at all times.
- Engage in professional development and reflective practice.
- Undertake other reasonable duties appropriate to the role, as directed by the Headteacher and the leadership team.

### The post holder is expected to:

- Maintain strict confidentiality and adhere to data protection legislation and associated Trust policies at all times.
- Demonstrate a clear understanding of, and commitment to, safeguarding and child protection, maintaining an awareness of relevant procedures and responsibilities.
- Comply with the Trust's Health and Safety Policy and ensure safe working practices in the performance of all duties.
- Uphold and promote the principles of the Trust's Equal Opportunities Policy in all aspects of the role.
- Adhere to all other relevant Trust and school policies and procedures.
- Undertake any training and professional development necessary to effectively carry out the duties of the post.
- Perform any other reasonable duties commensurate with the level and responsibilities of the role, as required by the Trust.

# Person Specification

## Safeguarding Lead

Post requirements	Essential	Desirable	Evidence and Assessment
<b>Qualifications</b>			
Professional qualifications relating to safeguarding practices	✓		Application form, certificates
Good Honours Degree (First or second class)	✓		Application form, certificates
NVQ level 3 Health and Social Care or other recognised equivalent qualification		✓	Application form, certificates
GCSE English and Maths at Grade C or equivalent	✓		Application form, certificates
<b>Knowledge and experience</b>			
Broad experience of working within communities supporting vulnerable families.	✓		Application form, interview, references
Experience of working with children/young people within an educational or child development context appropriate to the role.	✓		Application form, interview, references
Experience of supervising other staff		✓	Application form, interview, references
<b>Skills</b>			
Knowledge and understanding of how children develop	✓		Application form, interview, references
Knowledge and experience of working with children who may present challenging behaviour		✓	Application form, interview, references
Sound knowledge of safeguarding and child protection legislation and how that relates to policy and practice	✓		Application form, interview, references
Knowledge and experience of levels of support available to families and the processes needed to access support	✓		Application form, interview, references
Able to demonstrate specialist skills and knowledge in supporting vulnerable families with complex needs		✓	Application form, interview, references

Able to plan and implement support programmes for families	✓		Application form, interview, references
Able to evaluate impact of interventions		✓	Application form, interview, references
Good personal organisation in planning and delivering 1:1 and group support programmes	✓		Application form, interview, references
Able to plan and prioritise own workload and that of others	✓		Application form, interview, references
Good oral and written communication skills	✓		Application form, interview, references
Able to develop positive, trusting, supportive and appropriate relationships with pupils, families and stakeholders	✓		Application form, interview, references
Able to contribute to and implement rewards and sanctions		✓	Application form, interview, references
Able to maintain appropriate records effectively	✓		Application form, interview, references
Able to support families in order to develop resilience	✓		Application form, interview, references
Able to motivate pupils to promote achievement	✓		Application form, interview, references
Able to work in a team and in collaborative partnerships	✓		Application form, interview, references
Ability to use initiative and work with minimum supervision at times	✓		Application form, interview, references
Able to identify, discuss and report safeguarding issues including child protection with the relevant representatives	✓		Application form, interview, references
Ability to use ICT programmes for data management and record keeping		✓	Application form, interview, references
A willingness to work with teaching staff to support pupils' emotional wellbeing	✓		Application form, interview, references
Have independent means of transport eg car/bicycle	✓		Application form, interview, references

<b>Personal Qualities</b>			
A positive and flexible approach, open to challenges	✓		Application form, interview, references
Empathy for pupils from a wide variety of social, religious and cultural backgrounds	✓		Application form, interview, references
Sensitivity, flexibility and a sense of humour		✓	Application form, interview, references
Belief in the values and behaviours of Tapestry Learning Partnership	✓		Application form, interview, references
Evidence of continuing professional development	✓		Application form, interview, references
Commitment to equal opportunities and diversity in the performance of duties	✓		Application form, interview, references