



Person Specification

Trust Safeguarding Lead

Education and Professional Qualifications		
Criteria	E/D	Assessment Method
Degree-level qualification or equivalent professional qualification	E	Application
Designated Safeguarding Lead (DSL) qualification or equivalent	E	Application/Certificate
Safer Recruitment training (completed within last 3 years)	E	Application/Certificate
Evidence of ongoing professional development in safeguarding and child protection	E	Application/Interview
Advanced safeguarding qualification (e.g., Level 4 Safeguarding)	D	Application
SENCO qualification or training in SEND	D	Application
Mental Health First Aid or trauma-informed practice training	D	Application/Certificate

Experience		
Criteria	E/D	Assessment Method
Significant experience in a safeguarding leadership role within education or children's services	E	Application/Interview
Proven track record of leading child protection and safeguarding across multiple sites or settings	E	Application/Interview
Experience working in or supporting SEMH (Social, Emotional and Mental Health) settings	E	Application/Interview
Experience managing complex safeguarding cases, including multi-agency working	E	Application/Interview
Experience of conducting safeguarding audits and deep dives	E	Application/Interview
Experience in policy development, implementation, and review	E	Application/Interview
Experience delivering safeguarding training to staff, governors, and other stakeholders	E	Application/Interview

Experience		
Criteria	E/D	Assessment Method
Experience supporting and line-managing Designated Safeguarding Leads (DSLs) and Deputy DSLs	E	Application/Interview
Experience working with local authorities, social care, police, and other external agencies	E	Application/Interview
Experience of safer recruitment practices and procedures	E	Application/Interview
Experience conducting risk assessments for vulnerable students	E	Application/Interview
Experience working with therapeutic or behavioural support teams	D	Application/Interview
Experience working within a multi-academy trust environment	D	Application/Interview
Experience presenting safeguarding reports to governing bodies or trust boards	D	Application/Interview

Skills and Knowledge		
Criteria	E/D	Assessment Method
Expert knowledge of Keeping Children Safe in Education (KCSIE) and statutory safeguarding requirements	E	Application/Interview
In-depth understanding of child protection legislation, guidance, and best practice	E	Application/Interview
Knowledge of local safeguarding partnership arrangements and procedures	E	Application/Interview
Understanding of the specific safeguarding needs of children with SEMH needs	E	Application/Interview
Ability to analyse safeguarding data and identify trends, patterns, and areas for improvement	E	Interview/Task
Excellent communication skills, both written and verbal, with the ability to communicate complex information clearly	E	Application/Interview
Strong interpersonal skills and the ability to build effective working relationships with staff, pupils, families, and external agencies	E	Interview/References
Ability to lead and deliver high-quality training to diverse audiences	E	Interview/Task

Skills and Knowledge		
Criteria	E/D	Assessment Method
Highly organised with excellent time management and prioritisation skills	E	Interview/References
Ability to work independently and use initiative while also being an effective team player	E	Interview/References
Proficient in the use of safeguarding recording systems (e.g., CPOMS) and IT systems	E	Application/Interview
Knowledge of safer recruitment procedures and employment law relating to safeguarding	E	Application/Interview
Understanding of data protection, confidentiality, and GDPR in relation to safeguarding	E	Application/Interview
Knowledge of the Prevent duty and protecting children from radicalisation	E	Application/Interview
Knowledge of Female Genital Mutilation (FGM) and mandatory reporting requirements	E	Application/Interview
Understanding of trauma-informed approaches and therapeutic interventions	D	Application/Interview
Knowledge of attendance monitoring and its links to safeguarding	D	Application/Interview

Personal Qualities		
Criteria	E/D	Assessment Method
Absolute commitment to safeguarding and promoting the welfare of children and young people	E	Application/Interview/References
High levels of integrity, professionalism, and confidentiality	E	Interview/References
Resilience and emotional intelligence, with the ability to manage sensitive and distressing situations	E	Interview/References
Empathy and understanding towards children with SEMH needs and their families	E	Interview/References
Ability to remain calm under pressure and make sound judgements in complex situations	E	Interview/References

Personal Qualities		
Criteria	E/D	Assessment Method
Proactive, solution-focused approach with strong problem-solving skills	E	Interview/References
Commitment to equality, diversity, and inclusion	E	Application/Interview
Flexible and adaptable, with a willingness to travel between trust sites as required	E	Application/Interview
Strong leadership qualities with the ability to influence and inspire others	E	Interview/References
Commitment to continuous professional development and keeping up to date with safeguarding legislation and best practice	E	Application/Interview/References
Ability to challenge poor practice constructively and drive improvement	E	Interview/References
Other Requirements		
Willingness to undertake regular travel between trust sites	E	Application/Interview