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| **hCriteria** | **Details****Evidence** **I-Interview****A-Application****R-Reference****D-Document**  |
| Qualifications and Training | * GSCE English and Maths or equivalent (Essential)  (A and D)
* Degree or other Higher Level qualification (Desirable)  (A/R/D)
* Attended training for Designated Safeguarding Leads (Desirable) (A/R/I/D)
* Attended Local Safeguarding Children Partnership or other training opportunities (Desirable) (I/A/R/D)
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| Experience | * Experience of working in a primary/secondary school environment (or similar setting/organisation) (Desirable) (A/R/I)
* Middle or senior leadership experience in a school or similar setting/organisation (Essential) (A/I/R)
* Experience or significant understanding of multi-agency processes including strategy meetings, child protection conferences, child in need meetings, early help processes, etc. (Desirable) (I/A/R)
* Knowledge of Local Safeguarding Children Partnership procedures including ‘levels of need guidance’, early help assessments, section 17 and 47 referrals to Children’s Services and escalation procedures (Desirable) (I/A/R)
* Experience of making effective referrals to outside organisations (Desirable) (I/A/R)
* Has undertaken the role of Designated Safeguarding Lead in a school or worked as part of a school’s safeguarding team providing cover for the role of Designated Safeguarding Lead or has undertaken a similar safeguarding role in another setting/organisation (Desirable) (I/A/R)
* Experience of delivering child protection training in a school or similar setting (Desirable) (I/A/R)
* Experience of safeguarding related policy/procedure development within own organisation (Essential) (I/A/R)
* Undertaken/had experience of developing child protection policies, and ensure the procedures and implementation are updated and reviewed regularly (Desirable) (I/A/R)
* Experience of sharing the child protection policy and making it available publicly (Desirable) (I/A/R)
* Experience of keeping Child Protection records securely and separately from the child’s normal file/transfer to other settings (Essential) (I/A/R)
* Experience of keeping accurate and timely records that have been shared with other professionals (Essential) (I/A/R)
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| Skills / Abilities / Knowledge | * Knowledge of the principles of multi-agency partnership working (Essential) (I/A/R)
* Understanding of key national guidance (Working Together to Safeguard Children and Keeping Children Safe in Education) (Essential) (I/A/R)
* Understanding of online safety statutory expectations and best practice (Essential) (I/A/R)
* Ability to provide guidance on safeguarding or child protection matters, or to sign-post staff and families appropriately (Desirable) (I/A/R)
* Ability to be a role model for children (Essential) (I/A/R)
* Ability to develop excellent relationships with children, parents and staff (Essential) (I/A/R)
* Ability to communicate effectively with children, parents and staff (Essential) (I/A/R)
* Ability to work as part of a team (Essential) (I/A/R)
* Ability to collaborate and build relationships with multi-agency partners (Essential) (I/A/R)
* Ability to communicate effectively with a range of audiences both written and oral (Essential) (I/A/R)
* Ability to keep detailed, accurate and secure written records of concerns (Essential) (I/A/R)
* Ability to research and develop effective practice (Essential) (I/A/R)
* Ability to hold ‘difficult conversations and challenge practice when appropriate (Desirable) (I/A/R)
* Ability to lead by example, setting high standards of professionalism and conduct (Essential) (I/A/R)
* Abilit to refer cases of suspected abuse to the local authority children’s social care as required (Essential) (I/A/R)
* Ability to support staff who make referrals to local authority children’s social care (Essential) (I/A/R)
* Ability to refer cases to the Channel programme where there is a radicalisation concern as required (Essential) (I/A/R)
* Ability to support staff who make referrals to the Channel Programme (Essential) (I/A/R
* Ability to refer cases where a crime may have been committed to the Police as required (Essential) (I/A/R)
* Ability to co-ordinate the speedy and effective transfer of pupils through the various phases from pre-school settings to secondary including within school (Essential) (I/A/R)
* Develop an individual action plan for each pupil L2- L4 needing help to overcome barriers to learning and work with groups and/or individuals to achieve the goals defined in the action plans (Essential) (I/A/R)
* Ability to manage the development and promotion of inclusive practices and the acceptance of all pupils (Essential) (I/A/R)
* Ability to manage the development and deployment of strategies to promote pupil self- esteem, learning outcomes and independence within established school procedures (Essential) (I/R/A).
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| Commitment | * A commitment to continuous improvement and best practice (Essential) (I/A/R)
* A commitment to uphold and demonstrate the school's values and Mission (Essential) (I/A/R)
* Commitment to individual and organisation Health, Safety, Equality and Welfare (Essential) (I/A/R)
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| Other | This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020) and shortlisted candidates will be required to disclose any relevant criminal history prior to interview. Any offer of employment will be subject to pre-employment checks including satisfactory references and an Enhanced DBS and Children’s Barred List check. |