

Great Academy Ashton - Person Specification
Deputy Designated Safeguarding Lead

CRITERIA	CATEGORY	METHOD OF ASSESSMENT
1. Educational Standard/Qualifications		
<ul style="list-style-type: none"> GCSE at grade C or above In English Safeguarding Children Level 3 Training in relevant safeguarding procedures including KCSiE, CSE, FGM, PREVENT and e-safety. Evidence of relevant on-going professional development 	Essential	Application form / Interview
<ul style="list-style-type: none"> Advanced accredited additional safeguarding training 	Desirable	Application form / Interview
2. Experience		
<ul style="list-style-type: none"> Successful experience of work in safeguarding and child protection over three years or more Experience of working with vulnerable children, young people or adults. Experience of working with outside agencies Experience of attending case conferences or other meetings of professionals Experience of keeping written, confidential records 	Essential	Application form / Interview
<ul style="list-style-type: none"> Experience of working in an education establishment Experience of delivering training to other adults Experience of line management 	Desirable	Application form / Interview
3. Personal Qualities / Skills		
<ul style="list-style-type: none"> Highly effective organisational skills with the ability to meet deadlines. Ability to gather, analyse and interpret data for effective target setting. Excellent Interpersonal and communication skills. Confident use of ICT. Ability to build positive working relationships with colleagues and provide support through coaching. Ability to write clear concise reports. Ability to work effectively as part of a team, including working alongside external agencies and families. Commitment to the comprehensive ideal social inclusion and to raising standards for all students. Demonstrate enthusiasm for the role 	Essential	Application form/Interview

and maintain professional resilience. <ul style="list-style-type: none"> • Ability to work flexibly if required 	Desirable	Application form/Interview
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4. Knowledge

<ul style="list-style-type: none"> • An awareness of child protection issues and current safeguarding legislation including FGM and PREVENT • Knowledge of current research to identify trends and patterns in the safeguarding of young people. • An understanding of issues linked to confidentiality. • Knowledge of the referral processes to a variety of agencies • An awareness of cultural differences and the implications for students and families 	Essential	Application form /Interview
<ul style="list-style-type: none"> • Knowledge of school data systems e.g. CPOMS, SIMS • Understanding and awareness of national child protection case reviews and implications for practice within schools 	Desirable	Application form /Interview

5. Commitment and Behaviours

<ul style="list-style-type: none"> • Commitment to the Academy ethos • Commitment to equal opportunities, inclusion & Health & Safety policies • Commitment to fully understand and implement all the roles and responsibilities in relation to Safeguarding Children and Young People 	Essential	Interview
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