

Job Description

Job title:	Deputy Head of Safeguarding (North/South)
Responsible to:	Head of Safeguarding
Responsible for:	Providing safeguarding assurance, professional challenge and targeted support to school DSLs and Principals within a defined region
Location:	Regional based position within a defined Lift Schools geographical hub. Regular travel to regional schools and occasional national travel will be expected.
Hours of work:	37 hours per week (part time applications welcome)
Salary:	£60,000-£65,000

Overview of the role:

The Deputy Heads of Safeguarding (DHOS) are the senior safeguarding professionals responsible for driving high-quality safeguarding, practice, compliance and culture across a defined portfolio of Lift Schools, in accordance with the guidelines outlined in Keeping Children Safe in Education.

Whilst the accountability for safeguarding in each school remains with the principal, each DHOS acts as the core pillar of regional oversight; providing robust quality assurance, direct support, training delivery and constructive professional challenge to ensure our trust-wide safeguarding strategy is effectively implemented at the local level, and ensuring the Head of Safeguarding is kept informed.

Reporting directly to the Head of Safeguarding, the postholder will be a vital part of the wider safeguarding and governance network. They will work collaboratively with the Head of Safeguarding, Regional Education Directors, school Principals and school DSLs so that safeguarding systems, processes and practices are robust, compliant and effective in making sure that all children are kept safe in all aspects of their lives in Lift Schools.

The role holder will be a collaborative colleague, a committed practitioner and be fully supportive of the trust's vision and values. They will have demonstrable experience of safeguarding practice and leadership from within the education sector and will also have an understanding of multi-agency working.

This role contributes to the Lift Schools' mission that **every** child receives an **excellent** education, in **every** classroom, **every** day.

Responsibilities:

Safeguarding policy and practice:

- Conduct regular safeguarding quality assurance and compliance audits across schools within the designated region, reviewing the effectiveness of safeguarding systems (including filtering and monitoring), culture and procedures against statutory guidelines and trust expectations.
- Provide evidence-informed safeguarding reports that clearly identify strengths, risks and required remedial actions - holding Principals and DSLs to account.
- Ensure the effectiveness of training and development related to safeguarding for all trust staff within the designated region.
- Regularly communicate and promote a culture of safeguarding amongst staff, pupils and other stakeholders.
- Escalate safeguarding risks, promptly to the Head of Safeguarding and Regional and/or Primary Education Directors
- Ensure safeguarding systems and processes are consistent, compliant and embedded across all academies within the designated region:
 - Child protection and safeguarding procedures

- Record-keeping and case management systems (CPOMS)
- Conduct safeguarding reviews when required, liaise with relevant agencies and report to appropriate authorities.
- Support the coordination of independent reviews
- Develop systems, resources and tools to support the function of the core safeguarding offer
- Collaborate with wider trust services including, HR, Estates, Health and Safety, Digital Technology and Education.
- Support with ensuring that all DSLs have access to high quality supervision

Data tracking and use

- Effectively track and triangulate data sources available (safeguarding dashboard and records (CPOMS), attendance, behaviour, SEND and local vulnerability trackers) to identify emerging regional patterns, hotspots and risks and action plan accordingly.
- Utilise data to inform clear safeguarding action plans, targeted support and deployment of resources and develop remedial and preventative strategies for the designated region.

Safeguarding support to principals and school DSLs

- Ensure that all Principals are effectively supported in safeguarding all pupils
- Provide operational intervention in schools where there is a safeguarding need
- Be the first point of contact to provide advice, guidance and support to staff regarding safeguarding matters and refer cases to external agencies when necessary
- Collaborate with external agencies, such as Children's Services and Police to address safeguarding concerns and coordinate appropriate interventions
- To advise on and support schools to develop proactive outreach, support and intervention work with vulnerable families in our academies
- Support schools with referrals to Prevent Multi-Agency Programme where there is a radicalisation concern
- Attend strategy discussions, initial child protection conferences, child in need meetings and child looked after reviews as required, producing reports as necessary
- Support schools with escalation where there are concerns around other agencies and their fulfillment of safeguarding responsibilities
- Ensure meaningful capture of pupil and staff voice around safeguarding
- As required, support schools directly during external reviews, audits and inspections
- Provide reflective review and action plans around high level safeguarding incidents

Safeguarding concerns relating to Lift employees

- Provide support and professional advice to the HR team in relation to safeguarding concerns involving Lift employees in the designated region, ensuring concerns are managed promptly, fairly and in line with statutory guidance, Trust policy and safer working practice expectations, including:
- Working collaboratively with HR to ensure safeguarding and employee conduct processes are aligned, including advising on thresholds, risk management, and appropriate protective measures where allegations or concerns arise.
- Supporting HR and senior leaders in managing allegations against staff and low-level concerns, ensuring compliance with Keeping Children Safe in Education (KCSIE), the Trust's safeguarding procedures, and Local Authority Designated Officer (LADO) requirements.
- Contributing to risk assessments and decision-making processes to ensure that pupil safety remains paramount while safeguarding employee welfare and due process.
- Promoting staff awareness of professional boundaries, safer working practices, and the management of low-level concerns through training, guidance and policy development.
- Working with HR to ensure there is effective monitoring of themes and trends arising from staff-related safeguarding concerns and to strengthen preventative practice, culture, and safer recruitment and workforce safeguarding measures in the designated region
- Ensuring that the Head of Safeguarding is kept informed of all staff concerns where there is a concern that Harm Threshold is met.

Training, networks and development

Support the Head of Safeguarding to:

- Develop the trust's safeguarding network through the leadership and development of regional safeguarding networks and groups in order that good practice is developed and embedded regionally.

- Design, deliver, and quality assure high-quality safeguarding training for DSLs, deputies, and school teams, including contextual induction training for incoming staff, ensuring staff remain up to date with the latest safeguarding policy and practice
- Provide ongoing support and advice to staff regarding the identification and reporting of Safeguarding concerns
- Collaborate with other professionals and organisations to organise external training sessions and workshops.
- Maintain a strong presence within the designated region, visiting academies regularly and building relationships with the LAs and other MAT leads in the region
- Support the Head of Safeguarding with the onboarding of new schools and staff

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The postholder is expected to work to the best of their ability, to be diligent, honest and ethical in the performance of duties, and to conduct personal and professional life to the highest standard such that public confidence in their integrity is sustained.
2. This job description does not form part of the contract of employment and is not a comprehensive definition of the post. The duties of this post may vary from time to time according to the needs of the school/Trust following consultation with the job holder. It will be reviewed periodically.
3. The postholder is expected to participate and engage with workplace learning and development opportunities to continually improve their own performance.
4. The postholder may deal with sensitive material and should maintain confidentiality in all school related matters as set out in their statement of terms and condition of employment.
5. Information about how and why we collect your data can be found in the "Lift Schools Privacy Notice for Staff" which you are required to comply with.
6. You are expected to take reasonable care of your own health and safety and to be mindful of the safety of others, to cooperate with instructions, to minimise and mitigate potential hazards and risks to others, and to appropriately report hazards, illnesses, or injuries in accordance with our Health & Safety Policy.

Safeguarding:

At Lift Schools we are committed to ensuring the highest levels of safeguarding and promoting the welfare of our students, and we expect all our colleagues and volunteers to share this commitment. We adopt a strong, fair, and consistent recruitment process which is in line with Keeping Children Safe in Education guidance. This includes online checks for shortlisted candidates. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check, and you are required to complete them and advise us immediately should you subsequently be convicted of an offence.

Equality, equity, diversity and inclusion:

At Lift Schools, we want all of our colleagues to feel included bringing their passion, creativity, and individuality to work. We value all cultures, backgrounds, and experiences, and we truly believe that diversity drives innovation.

Qualifications and experience

Essential

- Experience in a relevant field (e.g. social work, safeguarding or child protection)
- Recent Level 3 Safeguarding Certification
- L2 Qualifications - GCSE Maths and English (or equivalent)
- Other relevant qualifications linked to safeguarding in education, social care or similar.

Desirable

- Other relevant qualifications linked to safeguarding in education, social care or similar.

Knowledge and skills

<p>Essential</p> <ul style="list-style-type: none"> ● Experience of the role of DSL in a school setting ● Up to date knowledge and experience of safeguarding, including the national policy landscape and legislation ● Experience and knowledge of Safer Recruitment ● Understanding of multi-agency and partnership working ● Proven track record of strategic leadership ● Experience in implementing effective systems and processes 	<p>Desirable</p> <ul style="list-style-type: none"> ● Experience of safeguarding cross phase and/or mainstream/special schools ● IT literacy with Google Workspace ● Experience of using CPOMS or another online safeguarding system as a data source and writing reports accordingly ● Experience in providing supervision ● Experience of leading quality assurance processes ● Experience of planning and delivering safeguarding training
<p>Leadership skills</p>	
<p>Essential</p> <ul style="list-style-type: none"> ● Ability to enact vision through others ● Experience in leading in complex environments at scale 	<p>Desirable</p> <ul style="list-style-type: none"> ● Experience of leading and developing expertise in order to share best practice
<p>Personal attributes and behaviours</p>	
<p>Essential</p> <ul style="list-style-type: none"> ● Ability to analyse data and information and action plan accordingly ● Effective Personal Influence ● Highly effective communicator ● Organised with an eye for detail ● Ability to effectively convey information both verbally and in written reports to senior management 	<p>Desirable</p> <p>Can reflect thoughtfully and critically on the Project H mindsets, and identify their own strengths and areas for development in these areas. The project H mindsets are:</p> <ul style="list-style-type: none"> ● Share ideas early, often and honestly ● Embrace constructive disagreement ● Value ideas, not ego ● Be curious and open to new ideas ● Focus on facts and reason
<p>Special requirements</p>	
<ul style="list-style-type: none"> ● Successful candidates will be subject to an enhanced Disclosure and Barring Service Check ● Right to work in the UK ● Evidence of a commitment to promoting the welfare and safeguarding of children and young people. ● Show commitment and a forward-thinking approach to drive forward equality, equity, diversity, and inclusion and to own personal development along with a positive attitude towards legislative developments and the provision of equitable services 	