



Designated Safeguarding Lead St Ann's Primary School Person Specification

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will be accountable for achieving the highest possible standards in work and conduct. They will act with honesty and integrity; have strong job specific knowledge, keep their skills as up-to-date and will be self-critical. The successful candidate will be expected to forge positive professional relationships; and work in collaboration with all stakeholders of the school.

EDUCATION AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references
Minimum of English and Maths GCSE or equivalent (Grade A-C or 9-5).	✓		A, I
NVQ Level 3 in an area appropriate to this role.	✓		A, I
NVQ Level 4 or higher in an area appropriate to this role.		✓	A, I
Relevant and up to date CPD (Continuing Professional Development) appropriate to this role including designated safeguarding training.	✓		A

EXPERIENCE			
	Essential	Desirable	Source A- application I - interview R - references
Relevant experience of working with vulnerable children and families.	✓		A, I
Relevant experience of working with a range of multi agencies including social care and early help.	✓		A, I
Experience of managing a caseload.		✓	A, I, R
Experience of working in a school setting.	✓		A, I
Experience of effective line management of staff.		✓	A, I, R
Experience of leading a small team in a more complex area of work.		✓	A, I, R
Experience of writing accurate and detailed reports for various agencies / audiences.		✓	A, I, R
Experience of safeguarding policies and processes in a school.	✓		A, I, R

KNOWLEDGE AND SKILLS			
	Essential	Desirable	Source A- application I - interview R - references
Understanding of the responsibilities outlined in Keeping Children Safe in Education (KCSIE) 2024, particularly regarding child-on-child abuse, online safety, and promoting a strong safeguarding culture	✓		A, I, R
An understanding of safeguarding systems and processes.	✓		A, I
An understanding of barriers to attendance and lateness.	✓		A, I
Knowledge of KCSIE and Working Together to Safeguard Children.	✓		A, R
Knowledge and experience of planning and delivering one to one and small group interventions.	✓		A, I, R
Knowledge of available support services and referral routes for children and families.	✓		A, I, R
Good verbal and written communication skills.	✓		A, I, R
Good interpersonal skills – able to relate to children and families.	✓		A, I, R
An ability to motivate, inspire and challenge young people, self, and others.	✓		A, I
Ability to work with children and families with a range of challenges	✓		A, R
To comply with health and safety and safeguarding procedures.	✓		A, I
An ability to negotiate / procure appropriate services and support.		✓	A, I, R
To be aware and up to date with national and local legislative changes to policies affecting children.	✓		A, I, R
Knowledge of managing online safety risks and the use of filtering and monitoring systems within schools.	✓		A, I

PERSONAL AND PROFESSIONAL ATTRIBUTES			
	Essential	Desirable	Source A- application I - interview R - references
A calm and organised approach.	✓		A, I, R
A commitment to equal opportunities for all.	✓		A, I
A commitment to contributing to the wider life of the school and its community.	✓		A, I
Professionally assertive.	✓		A, I
Ability to manage own well-being and support the well-being of others.	✓		A, I, R
Discrete when dealing with sensitive and / or confidential matters.	✓		A, I
Ability to form respectful and trusting relationships.	✓		A, I, R
A good team player.	✓		A, I, R

Additional Essential Criteria

- Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment.
- Fully supportive references.
- Full enhanced DBS clearance