

ST IVO ACADEMY



Astrea Academy Trust
INSPIRING BEYOND MEASURE

DEPUTY DESIGNATED SAFEGUARDING LEAD

CANDIDATE PACK



Open Letter from our Principal

Dear Colleague,

Thank you for your interest in St Ivo Academy and the post of Deputy Designated Safeguarding Lead. This is an opportunity to join a vibrant and supportive pastoral team, where no two days are ever the same.

St Ivo is a large 11-18 comprehensive academy in the town of St Ives, Cambridgeshire. We have around 1700 students with around 300 in our Sixth Form. The school is 70 years old and is proud of its place within the local community. We are a truly comprehensive and inclusive academy. This is reflected in our approach to all areas of our work, from supporting students preparing for Oxbridge through to working with the most vulnerable - St Ivo embraces everyone.

We are committed to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture. We believe that schools must teach powerful knowledge, 'the best that has been thought and said' and an 'entitlement curriculum' for all. We believe in explicit instruction and have been greatly influenced by Lemov's 'Teach Like A Champion', Rosenshine and recent developments in cognitive science. We believe that the creation of a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', ensuring impeccable behaviour, where teachers can focus on teaching and pupils can focus on learning, underpins everything.

We are values-driven and our vision is to provide an inclusive, aspirational and academic education for all our students, so that all of them will learn, thrive and lead successful lives. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We want to ensure that all our students have the option to be able to go to university or aspirational alternative. We are not going to reduce expectations because of a child's background or home life, or because they are new to English or have a special education need. In fact, the opposite is true. It is our job to redouble our efforts to help children overcome these barriers so that they can flourish.

I hope that you will want to find out more about St Ivo Academy and that you will want to apply for the post. If you would like to more information prior to application, please do get in touch. Please contact Laura Brasher, Designated Safeguarding Lead, email Laura.Brasher@astreastivo.org. If you would like to visit us prior to application, you would be most welcome. Please contact Emillie Newell, PA to Senior Leaders, on 01480 375400, or email office@astreastivo.org to arrange a visit.

I look forward to receiving your application.

Yours sincerely

Tony Meneagh, Interim Principal



Job Description

JOB TITLE:
Deputy Designated Safeguarding Lead

REPORTING TO:
Designated Safeguarding Lead

SALARY RANGE:
£32,111 to £34,101 full time equivalent salary
SCP 23 - 25

ACTUAL SALARY IF PRO RATA:
£27,344 to £29,038 per annum

CONTRACT TYPE:
Permanent

WORKING PATTERN:
37 hours per week, 39 weeks per year
Term time plus 5 professional days



Role Description

Purpose

The Deputy Designated Safeguarding Lead is required to support the Designated Safeguarding Lead to deliver effective safeguarding procedures, child protection and online safety procedures across the Academy, with the aim of ensuring the safeguarding and welfare of our students is the clear priority.

The purpose of the role is to support the DSL in their leadership of safeguarding, in order to create a strong culture of safeguarding across the Academy. The DDSL will represent the ethos, values, and approach of the Academy to students, parents, and staff.

With this as a starting point, the Academy can offer our students, staff and communities the safe, happy, and thriving education setting they deserve.

Main Duties and Responsibilities:

- Support the Designated Safeguarding Lead, deputising for them as required. Acting in the role of the DDSL as outlined in Keeping Children Safe in Education.
- Support the DSL in developing and maintaining a strong culture of safeguarding across the Academy
- Support the DSL to develop, implement, and supervise appropriate responses to safeguarding and child protection concerns
- Establish and maintain effective working partnerships with other agencies and individuals, to increase understanding and awareness of student needs
- Encourage a culture of listening to children and taking account their wishes and feelings in all circumstances which concern them
- Effective use of CPOMS online recording and monitoring system, keeping detailed, accurate CPOMS records of any safeguarding concerns and subsequent action taken
- Quality assure the records made by all members of staff, through regular review of incidents within the CPOMS system
- Contribute to and participate in internal cross-function information sharing and collaborative working practices to ensure children’s needs are considered and supported holistically
- Ensure effective and rapid transfer of information within and across educational establishments.
- Develop and maintain contact with the families/ carers (including through home visits) and professionals to share information about the student’s needs and progress and identify and secure positive family support
- Refer cases to the local channel programme where there are concerns regarding radicalisation/prevent as required
- Attend and participate in meetings as required, before and after the Academy day

Training

- Undertake the required Local Authority safeguarding training including the Prevent Duty, in timely manner
- Support the DSL in to ensure all staff receive the necessary safeguarding/ child protection training and there are regular updates
- Support the DSL to ensure all staff are alerted to the specific needs of any vulnerable child through appropriate information sharing
- To attend all Astrea Academy Trust Safeguarding networks, briefings, and training sessions

General

- All employees are required to meet the expected level of performance necessary for undertaking their role, whilst demonstrating positive behaviours in line with Astrea Academy Trust Values
- Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all employees to share this commitment
- All employees are required to comply with all Astrea Academy Trust statutory and school policies and act in accordance with them as necessary
- All employees are required to demonstrate a continued commitment to professional development and undertake all relevant mandatory training associated with their role
- The post holder will be subject to performance objectives agreed and reviewed annually with the Designated Safeguarding Lead

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal.



Person Specification

Skills and Capabilities

Essential

- Experience in safeguarding in education policies, practices, and procedures
- A Working Knowledge of Keeping Children Safe in Education, Working Together to Safeguarding
- Children and other key legislation and guidance documents
- Experience in managing disclosures and allegations of a safeguarding nature
- Experience working within or with an education setting
- Excellent communication, presentation, and ICT skills
- Ability to build and maintain positive working relationships with professionals and families
- Full driving license (including Category D) or the ability to travel

Desirable

- Experience of working in or with safeguarding agencies such as Children's Social Care or the Early Help Service including preparing for and attending multi-agency meetings.
- Successful and demonstrable experience of dealing with a range of pastoral issues positively
- Demonstratable experience in the development of strategies for managing disengagement and poor attendance
- Ability to make effective use of attendance, safeguarding, behaviour and attainment data to drive action planning.
- Successful and demonstrable experience of dealing with a range of pastoral issues positively

Qualifications

Essential

- Up to date Designated Safeguarding Lead Training
- Evidence of further qualifications towards the post

Desirable

- Level 3 or equivalent qualification

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks.



About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.
- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.
- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the [Astrea 2025 Strategy here](#)



Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.



Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

