

Ivybridge Community College
Deputy Designated Safeguarding Lead
 NJC Grade F (spinal points 24 – 28)



A = Application Form
 C = Certificates
 I = Interview
 R = Reference / Supplementary Evidence

1. Qualifications			
	Essential	Desirable	Source
Relevant professional qualifications which support the expertise of safeguarding field (i.e. Social Services, Police, NHS or working with Children)	E		A,C
Degree or Higher Education qualifications (or equivalent)		D	A,C
2. Professional Development			
Evidence of appropriate professional development for the role of Designated Safeguarding Lead	E		A,I,R
Evidence of recent experience of working within the field of Safeguarding	E		A,I,R
Has successfully undertaken appropriate statutory Child Protection Training (Level 2).	E		A,C
Has successfully undertaken Child Protection Training at Level 3 (Designated Safeguarding Lead).		D	A,C
3. College Leadership and Management Experience			
To have substantial and current experience of leading staff and/or teams in relation to safe guarding.		D	A,I
To be able to demonstrate successful/effective leadership in College in a similar community/facing similar challenges.		D	A,I,R
To have taken an active involvement in working with a range of external agencies, policies and protocols.		D	A,I,R
To have had experience of and the ability to contribute to staff development across the secondary range.		D	A,I,R
To have experience of working within a wider network.		D	A
4. Experience and knowledge of Safeguarding			
To have a knowledge and understanding of safeguarding in relation to the education sector, secondary phase.	E		A,I
To be able to effectively use College systems and policies to monitor and support the safety and welfare all students and staff at the College.	E		A,I
To have experience/training in CPOMs	E		A,I
5. Professional Attributes			
To be able to demonstrate an understanding, awareness and empathy for the needs of the students at their college and how these could be met.	E		I
To have excellent written and oral communication skills (which will be assessed at all stages of the process).	E		A,I
To be a leader of education by, professionally demonstrating, promoting and encouraging effective staff and student well-being at all times.	E		A,I
Show a good commitment to sustained attendance at work.	E		R
6. Professional Skills			
Set high expectations which inspire, motivate and challenge students.	E		A,I,R
Excellent understanding of SEND policies and procedures.	E		A,I,R
Promote good progress and outcomes by students.	E		A,I,R
Fulfil wider professional responsibilities.	E		A,I,R

7. Personal Qualities			
Continue to promote the College's strong educational philosophy and values.	E		A,I
Inspire trust in the school community.	E		I
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.	E		A,I
Build and maintain quality relationships through interpersonal skills and effective communication.	E		A,I
Demonstrate personal and professional integrity, including modelling values and vision.	E		A,I,R
Manage and resolve conflict.	E		A,I,R
Prioritise, plan and organise yourself and others.	E		A,I
Think analytically and creatively and demonstrate initiative in solving problems.	E		A,I
Be aware of own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate feedback from others.	E		A,I
Demonstrate a capacity for sustained hard work with energy and vigour.	E		I
8. Confidential references and reports			
A positive recommendation from all referees, including current employer.	E		R
9. Application form and supporting statement			
<i>The form must be fully completed and legible with no gaps in history of employment (any gaps in service should be accounted for). The supporting statement should be clear, concise and related to the specific job description.</i>			