



Designated Safeguarding Lead

Vanguard School, London

Working 52 weeks | Range £46,160 to £54,245 per annum

London Weighting | £2,352 per annum



About Us

The Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and, in their future lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



The Vanguard school in Lambeth opened in 2020 and provides a curriculum for students from across the spectrum who have a range of learning needs. The school provides opportunities for the development of a wide range of independent living skills, focusing on community inclusion.



Thank you for your interest in this role within Liberty Academy Trust. This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. We are clear on the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards. If you see yourself in that description, then we would be delighted to receive your application.

Dr Nic Crossley, Chief Executive

The Opportunity

A breakthrough can seem like the smallest thing, but it can make the world of difference to someone on the autism spectrum. By joining our team at Vanguard School, you will help make every day breakthroughs happen more often. You will contribute to our work in delivering high standards of teaching, learning and achievement, promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced.

The Designated Safeguard Lead will take the lead responsibility for safeguarding and child protection (including online safety). You will act as a source of support, advice and expertise for all staff, enabling supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children.

We offer a competitive salary and pension, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, but particularly welcome from those with a diagnosis of autism or Asperger syndrome.

Liberty Academy Trust is committed to safeguarding and promoting the welfare of all children and adults who use our services and as such expects all staff and volunteers to share this commitment. Successful applicants will be required to complete the relevant safeguarding checks.

Job Description

Purpose

Working as part of the school's senior leadership team, and in liaison with the Trust's Safeguarding team and Director of Safeguarding, the Designated Safeguarding Lead will:

- Hold lead responsibility for Safeguarding, child protection (including online safety and understanding the filtering and monitoring systems and processes in place) and promoting the welfare of children.
- Ensure the school meets its safeguarding responsibilities and standards, as set out in relevant DfE statutory guidance, such as Keeping Children Safe in Education, relevant local authority, Ofsted and the Liberty Academy Trust guidance, policy and procedures.
- Fulfil requirements of the DSL role as outlined in Annex C in KCSIE 2024
- Working in partnership with colleagues, the Trust safeguarding team and external agencies, provide advice and support on safeguarding matters and ensure that concerns, issues and referrals are managed in a timely and effective way.
- Lead and develop a strong and effective culture of safeguarding within the school, promoting and modelling best practice.
- As a member of the school's senior leadership team, contribute to the effective management and development of the school; and as a member of the Trust's safeguarding team, contribute more widely to the development of best practice.

Principal Accountabilities

Systems and Processes

- Fulfil the role of Designated Safeguarding Lead for the school and hold lead responsibility for ensuring the school meets its safeguarding responsibilities and standards (see Purpose above).
- Lead, develop, implement and monitor safeguarding reporting systems (CPOMS) in line with Liberty reporting procedures
- Formulate and update school safeguarding policies and procedures, ensuring they comply with current legislation and guidance to ensure the efficient running of the school
- Comply with the local authority section 175 Safeguarding audits, Ofsted and Local Authority reports as and when required by the school
- Participate in the Liberty Safeguarding audit process and address any actions in a timely manner
- Ensure child protection files are kept up to date, keeping information confidential and stored securely, and only accessed by those with a legitimate need
- Lead and develop the administration, recording and safekeeping of medication and children's health within the school to ensure that Liberty policy and procedure is followed
- Lead online safety within the school which includes ensuring all concerns are reported and responded to appropriately and in a timely manner, ensuring the curriculum is fit for purpose (working alongside

teaching staff) and appropriate systems are in place for filtering and monitoring. The DSL must also complete a review of the school's approach to online safety at least annually.

Advice and Referrals

- Act as a source of support, advice and expertise for all staff on child welfare, safeguarding and child protection matters, taking part in strategy discussions and inter-agency meetings, and/or supporting other staff to do so, and contributing to the assessment of children
- Act as a point of contact with the safeguarding partners
- Work effectively with internal teams and external agencies to ensure young people are protected and receive satisfactory services and support e.g. Early Help, referral to Local safeguarding partnership.
- Monitor and manage all safeguarding and child protection referrals (including but not limited to police, channel panel and social care) and lead on necessary and timely follow-up actions, ensuring these are recorded within CPOMS.
- Monitor and manage referrals to DBS, when a staff member is dismissed or left due to risk/harm to a child
- liaise with the principal to inform them of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This should include being aware of the requirement for children to have an Appropriate Adult.
- liaise with staff (especially teachers, pastoral support staff, school nurses, IT technicians, senior mental health leads and special educational needs co-ordinators (SENCO's), on matters of safety and safeguarding and welfare (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies so that children's needs are considered holistically
- Working alongside the Principal, where required, in referring staff allegations to the LADO (Local authority designated officer).
- Work collaboratively with the Principal and relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children's attendance, engagement and achievement at school or college. This includes:
 - ensuring that the school or college knows who its cohort of children who have or have had a social worker are, understanding their academic progress and attainment, and maintaining a culture of high aspirations for this cohort, and
 - supporting teaching staff to provide additional academic support or reasonable adjustments to help children who have or have had a social worker reach their potential, recognising that even when statutory social care intervention has ended, there is still a lasting impact on children's educational outcomes

Culture and Training

- Maintain own training and knowledge, particularly in order to meet the expectations set out in KCSIE
- Plan and deliver Safeguarding training to all school staff and ensure regular safeguarding updates are provided – both from local and national updates. Ensure training is appropriate and proportionate to job roles and experience, in line with Liberty Policies
- Formulate programmes of activities and training, ensuring the development and embedding of safeguarding practices for both staff and students
- Encourage a culture of listening to children and taking account of their wishes and feelings
- Lead and motivate the staff team to work enthusiastically towards identifying and supporting the needs of autistic individuals, working collaboratively with the therapy team, contributing to individual pupil plans
- Monitor the impact of Safeguarding training and responding to training needs/gaps proactively
- Ensure a Safeguarding induction is provided to all staff, including all temporary staff.
- Promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances

Other

- Effective line management of allocated staff where relevant, in line with the Trust's line management protocols
- As a member of the school's senior leadership team, contribute collaboratively to the wider management and development of the school
- As a member of the Trust's safeguarding team, contribute collaboratively to the wider development of safeguarding best practice across the Trust
- Comply with all Trust policies and procedures at all times, including, but not limited to, Safeguarding, Health and Safety and employment policies
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, confidentiality and conduct; and maintain positive, courteous relations with students, parents and colleagues at all times
- Engage actively in the appraisal and performance review process, and in relevant continuing professional development

Job descriptions only reflect around 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role. The job description will be kept under review and modified from time to time.

All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork.

Person Specification

Essential

Qualifications, Training and Knowledge

1. Holds current qualification/training in safeguarding to DSL level (completed within last 24 months).
2. Expert knowledge of legislation and guidance on safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies
3. A sound understanding of autism, its implications for safeguarding, and the impact of autism appropriate educational interventions
4. Good working knowledge of behaviour and attendance management, ideally to include in relation to pupils with special educational needs

Skills and Experience

5. Successful experience in a safeguarding, family support or leadership role in a school or other relevant organisation, demonstrating an ability to be a credible and trusted colleague
6. Proven ability to work effectively and empathically with staff, students and families; and to have a positive impact on workplace culture
7. Excellent organisational skills; self-motivated, highly responsive and able to manage a busy workload to a high standard
8. Strong verbal communication and interpersonal skills; able to build relationships and work effectively with children, families, colleagues and external stakeholders
9. Strong written communication skills and attention to detail; able to write effective policies, reports, minutes of meetings, and to document safeguarding concerns
10. Good IT skills, including Microsoft Office applications

Personal Qualities and Attributes

11. A passion for specialist autism provision which improves life chances
12. An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust
13. High degree of professionalism in dealing with sensitive information, maintaining confidentiality where necessary
14. Resilience and maturity; able to deal effectively with difficult situations
15. A high degree of emotional intelligence; able to work effectively with and advocate for students, including those with autism and those in vulnerable situations
16. A strong team player; able to act as a positive role model for colleagues
17. A demonstrable commitment to continuing professional development

Desirable

18. A social work qualification or similar qualification

Recruitment Process

Further information about the school and the Liberty Academy Trust can be found at:

<https://www.libertytrust.org.uk/>

For questions about this opportunity, or to arrange a school visit, please in the first instance contact

Elaine Melton, HR Officer, at: recruitment@vanguardschool.org.uk

Deadline for Application:	Friday 25 th June 2025
Interviews:	Week commencing Monday 30 th June 2025
Intended start date:	September 2025

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2024. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Our safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, including those with protected characteristics, and particularly welcome from neurodivergent individuals. We are very happy to discuss adjustments to the recruitment process for those that need it

Please note that we can only consider applicants who are legally entitled to work in the UK.
