

Academy Transformation Trust

Role Descriptor - Designated Safeguarding Lead (DSL)

The Queen Elizabeth Academy

Member of the Academy SLT

Responsible to: Principal

Job Purpose: To ensure the consistent application of the safeguarding and child protection policy and procedures **in line with all requirements in Keeping Children Safe in Education and Working Together to Safeguard Children** (latest versions).

We believe in putting children and young people at the heart of all that we do and that every pupil should feel safe and receive a first class education to ensure they are well prepared for the next phase of their lives, within education, training or employment.

Our Vision – Transforming education: Transforming performance: Transforming lives

We will ensure that all our children and young people, regardless of their background, fulfil their potential. We will do this in safe, supportive and ambitious environments, ensuring we maximise life chances for them all.

Safeguarding arrangements in our academy are underpinned by two key principles:

- Safeguarding is everyone's responsibility: all staff, governors and volunteers should play their full part in keeping children safe.
- A child-centered approach: a clear understanding of the needs and views of children. We recognise the importance of enabling children to talk openly about anything that worries them and to feel confident that they will be listened to and appropriate action taken.
- It is the role of the DSL to challenge any decisions made on behalf of children in our academy that are not in their best interests, to seek justification for inaction and to push for improved intervention when the interventions in place do not seem to be effective enough to ensure the maximum life changes for that child.

Our values

- We will work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values.
- We will develop the very best leaders of the future, working to improve education and transform lives.
- We will adhere unwaveringly to the 'Nolan Principles' of Public Service, which is made clear in our commitment to Ethical Leadership.

Specific Responsibilities:

- To oversee all policy and procedure implementation in relation to the safeguarding, protection and welfare of the pupils in this academy.
- To continually review and improve practice to best meet the needs of the community that we serve in line with the best interests of children and the statutory guidance.
- To lead and develop staff knowledge, awareness and practice by offering updates, advice, feedback and guidance.
- To ensure that you remain up to date with current safeguarding guidance, law and learning points from case studies.
- To oversee E-safety provision within the academy (including effective filtering and monitoring) and ensure that communication with parents about how to keep their child safe on line is regular and up to date.

Child protection files:

Where pupils join the academy at the start of an academic year or a mid-year admission, the DSL will oversee the procurement of safeguarding information for their previous educational setting (if they have one) and ensure that the summary chronology is distilled from the main file and uploaded onto the electronic safeguarding system within the first 2 weeks of the child joining the school.

Where children leave the academy the DSL (working with the safeguarding team) will ensure their child protection file is transferred to the new school or college as soon as possible (within 5 working days).

This should be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in colleges, are aware as required.

In addition to the child protection file the DSL should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse and have that support in place for when the child arrives.

Manage referrals:

- monitor and oversee actioning of internal referrals and ensure that the best outcomes are sought for every child
- refer cases of suspected abuse to the local authority children's social care as required
- ensure that all records contain the relevant information, rationale and decisions or outcomes of the child in line with statutory record keeping requirements and learning from serious case reviews
- ensure that we have clear systems and processes in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems.
- support staff who make referrals to local authority children's social care
- refer cases to the Channel programme where there is a radicalisation concern as required
- support staff who make referrals to the Channel programme
- refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required

- refer cases where a crime may have been committed to the Police as required

The DSL (alongside the welfare team) is expected to be aware of how children are identified as 'vulnerable' in the academy and support the monitoring, implementation and review of any interventions as required.

Children with a social worker:

- Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school and college leadership staff.
- Ensuring that the school or college, and their staff, know who these children are, understand their academic progress and attainment and maintain a culture of high aspirations for this cohort; supporting teaching staff to identify the challenges that children in this group might face and the additional academic support and adjustments that they could make to best support these children.
- Work with the Virtual Head in LAs where the virtual head has taken on additional responsibilities for children with a social worker.

Work with others:

- act as a point of contact with the three safeguarding partners
- liaise with the principal to inform them of issues (especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations)
- as required (*at the direction from the Principal*) liaise with the "case manager" (as per Part four) and the designated officer(s) at the local authority for child protection concerns in cases which concern a staff member
- liaise with staff (especially pastoral support staff, school nurses, IT Technicians, and SENCOs or the named person with oversight for SEN in a college) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies
- act as a source of support, advice and expertise for all staff
- report on safeguarding to the principal and governors on strategic safeguarding and the effectiveness of safeguarding policy and practice at least termly

Leadership:

- The DSL is the strategic and senior leaders for safeguarding. As such they sit on the academy SLT and ensure that a safeguarding-first approach is applied to all policy and practice development.
- The DSL responds to the daily needs of children that may have been harmed or are at risk of being harmed but also engages in significant preventative work with other leaders in the academy especially those with responsibilities for the delivery of PHSE/RSHE, designing safeguarding through the curriculum, SEND pupils, behaviour and attendance.

- The DSL will challenge and support the Principal in their role as the having responsibility for the overall effectiveness of safeguarding and safer recruitment by providing information, reports, analysis and recommended next steps. **Training:**

The DSL must undergo training to provide them with the knowledge and skills required to carry out the role, including but not limited to DSL level safeguarding training, the role of the DSL, Safer Recruitment, Prevent, FGM, E-safety and multi-agency working. Training should be reviewed and kept in date in line with statutory requirements (every 2 years)

In addition to the formal training set out above, their knowledge and skills should be refreshed (this might be via e-bulletins, meeting other DDSL and DSLs and taking time to read and digest safeguarding developments) at regular intervals, as required, and at least annually, to allow them to understand and keep up with any developments relevant to their role so they:

- understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so
- ensure each member of staff has access to, and understands, the academy's safeguarding and child protection policy and procedures, especially new and part time staff
- are alert to the specific needs of children in need, those with special educational needs and young carers
- understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation
- understand the importance of information sharing, both within the academy, and with the three safeguarding partners, other agencies, organisations and practitioners.
- are able to keep detailed, accurate, secure written records of concerns and referrals
- understand and support the academy with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college
- can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online
- obtain access to resources and attend any relevant or refresher training courses
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.

Raise Awareness:

- ensure the academy’s safeguarding and child protection policies are known, understood and used appropriately
- ensure the academy’s safeguarding and child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this
- ensure the safeguarding and child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the academy in this; and
- link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements

Availability:

During term time the DSL should always seek to be available (during academy hours) for staff in the academy to discuss any safeguarding concerns. This may take the form of face-to-face or via phone. The DSL should ensure that colleagues are aware of how to make an external referral to the relevant safeguarding partners outside of academy hours or when the DSL is unavailable.

The responsibility for ensuring that safeguarding requirements are effective belongs to the DSL and the Principal though it is acknowledged that in larger academies the DSL will require some support in managing the various aspects of the role. The DSL must have a Deputy who can step into the role when required and an appropriate level of support within the safeguarding team.

This role descriptor is not intended to be an exhaustive list of all the duties and responsibilities that may be required.

The jobholder will be expected to carry out such professional tasks as are commensurate with the duties and responsibilities of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being proposed. This role must reflect the expectations within KCSIE (latest version).