



Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	School Improvement Service, Education & Skills
Post title:	Safeguarding Adviser (Schools)
Grade:	Soulbury 10-13 + 3 SPA
Responsible to:	Principal Adviser
Staff managed:	None
Date of issue:	March 2022
Job family:	E - Education/School

Job context

The School Improvement service works with schools and settings to ensure the highest outcomes for all children and young people. The service has the ambition to improve outcomes in both a key stage and Ofsted context.

The service works in the context of the locality boards and sector led-leadership.

The LA still has a statutory role around monitoring the performance of all schools including academies, although the right to intervene is only in maintained schools. The School Improvement Service monitors, supports, challenges and occasionally intervenes in the work of schools and settings, to enable them to deliver best outcomes for every child. The above responsibilities will be carried out against a background of changing national education priorities and evolving initiatives, therefore roles within School Improvement need to be kept under review.

The service delivers training and advice and support through its traded arm. All advisers need to promote the traded work of the service. They must ensure that they account for all work and that schools, settings and locality boards have the same level of clarity.

The service also works closely with other services within Education and Skills, CYPS and NYCC, and with partners including the diocese, the DfE, Ofsted and the Regional Schools Commissioner.

The post is politically restricted and requires an enhanced DBS clearance

Job specifics

Safeguarding Advisers (Schools) will give advice on all matters relating to leadership of safeguarding in schools and settings. They will audit safeguarding practice in schools and settings and will signpost leaders to relevant children's services or partners as required. Particular duties may include:

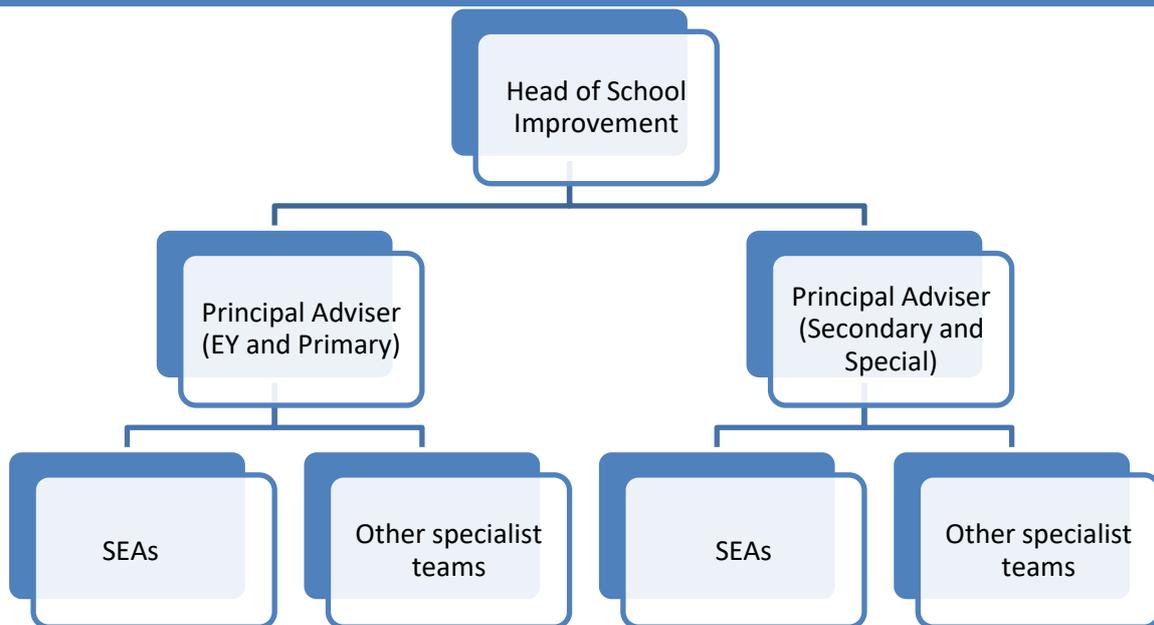
- Advice to the Local Authority, schools and other bodies on design and implementation of development plans relating to the leadership and governance of safeguarding;
- Developing and implementing the role of the Local Authority in monitoring safeguarding culture in schools; contribute to policy development and wider partnership sub group activity
- Undertaking safeguarding audits alongside school leaders and assisting schools with their own self-evaluation relating to the leadership of safeguarding;
- Working with schools of concern to bring about rapid improvement;
- Promote partnership and corporate priorities within NYSCP, the Children & Young People's Service and Education and Skills;
- Develop internal and external relationships necessary to meet strategic commercial priorities; contribute to the training and development programme



Job profile

- Identify and meet customer need in and beyond North Yorkshire, and ensure customer satisfaction;
- Support and develop the cultural and systemic change needed to ensure transition to greater commerciality to ensure service sustainability;
- Working in partnership with sector-led leadership, localities, clusters, schools and settings to drive effective support and commercial activity;
- Discharge the Local Authority's statutory responsibilities including those in relation to classification of schools the school improvement strategy;
- Working within and beyond North Yorkshire in order to contribute to the Council Plan to deliver highly successful commercial services.

Structure



Job Description

Directorate:	Children and Young People's Service
Service:	School Improvement Service, Education & Skills
Responsible to:	Principal Adviser
Staff managed:	None

Job purpose

Strategic management	<ul style="list-style-type: none"> • Liaise regularly with the Principal Advisers to monitor progress towards agreed outcomes • Liaise with colleagues in the SI service
-----------------------------	--



Job profile

	<ul style="list-style-type: none"> • Alongside school leaders, develop and monitor effective improvement plans • Contribute to the updating of risk assessments for schools so that any appropriate intervention is timely and monitored and that high performing schools are encouraged to provide school to school support • Participate in reviews alongside school leaders • Report audit findings to Headteachers and Governing Boards
Communications	<ul style="list-style-type: none"> • Actively promote and support the development of sector led school improvement • Communicate with schools and settings and the school's named adviser to secure a shared vision for children and young people and schools to achieve agreed outcomes • Ensure that the Principal Advisers and Head of Service are well informed on developments and demands in their areas of responsibility • Provide schools and Governing Bodies with clear, unambiguous, evaluative oral and written feedback and guidance on schools strengths and weaknesses within the relevant well sequenced recommendations to guide further improvement • Establish positive relationships with key partners, ensuring a climate which encourages professional dialogue and values all contributions • Ensure confidentiality in line with CYPS and E&S policies and protocols
Partnership / corporate working	<ul style="list-style-type: none"> • Foster, encourage and generate collaborative working between schools and in localities • Support the work of the NYSCP learning and improvement subgroup, and education reference group to represent the voice of schools across the county • Have a commitment to integrated working which will involve good interagency working requiring positive relationships with partner services, agencies and organisations, within CYPS and externally
Resource management	<ul style="list-style-type: none"> • Lead and drive the safeguarding support offer for schools • Meet traded income targets as described by the Head of Service and Principal Advisers • Engage in the process of self-review and performance management
Systems and information	<ul style="list-style-type: none"> • Maintain an up to date list of DSLs in the county • Analyse audit and visit reports and information relating to individual schools and clusters to inform local improvement and development • Produce records of visits that ensure high quality, consistency within the team and which are shared in a timely manner • Lead and attend team meetings to share information with key CYPS officers • Contribute to statements of action, SPIPs and MOUs as necessary
Operational management	<ul style="list-style-type: none"> • Ensure that the service complies with all legislation and regulation (and changes thereto) relating to the postholder's responsibilities



Job profile

Safeguarding

- Be responsible for promoting and safeguarding the welfare of children and young people
- Take appropriate and considered action in all circumstances where the safety and/or welfare of children and young people may be at risk



Job profile

Person Specification

Essential upon appointment	Desirable on appointment
<p>Knowledge</p> <ul style="list-style-type: none"> • Thorough knowledge and understanding of current policy and national developments relating to safeguarding in education • Knowledge and understanding of child protection legislation and guidance • Up to date knowledge and understanding of wider legislation and key developments in education in the UK across some or all of the following areas: early years, primary, secondary including Post 16, special and alternative provision education • Knowledge and understanding of the strategic role of the LA supporting the breadth of school improvement priorities • Thorough and up to date knowledge of Ofsted inspection framework • Knowledge and understanding of safeguarding partnership arrangements, local risks and the support available to schools 	
<p>Experience</p> <ul style="list-style-type: none"> • Senior leadership experience in a state-funded school or setting • Substantial experience of dealing with safeguarding cases in school or setting as a DSL or similar capacity • Proven track record of successfully working with partner agencies and services • Experience of leading successful CPD • Experience of working with governors • Experience of the use of data and information for action planning for improvement 	<ul style="list-style-type: none"> • Trained Ofsted Inspector • Recent experience as a headteacher • Experience in taking a lead role in a school causing concern
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Excellent leadership skills • Excellent team player respecting and working effectively with each other • Inspiring, influencing and negotiating skills • Excellent interpersonal skills with the ability to build relationships • Excellent planning, organisational and prioritisation skills • Excellent communication skills and ability to build strong relationships with leaders • Excellent presentation and training skills 	
<p>Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role</p> <ul style="list-style-type: none"> • Degree or equivalent qualification 	<ul style="list-style-type: none"> • Evidence of further qualifications and



Job profile

<ul style="list-style-type: none"> • Qualified teacher status 	professional development
Other Requirements <ul style="list-style-type: none"> • Able to travel to all areas of North Yorkshire, the wider region outside county and beyond • Able and willing to work outside of normal office hours 	
Behaviours	Link

NB – Assessment criteria for recruitment will be notified separately.

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.