

Job Profile

Education Safeguarding Lead change- Manager

Grade: 10 JE ID:20004

Date created: February, 2024

About the Job

The Education Safeguarding Lead has a thorough understanding of legislation and statutory guidance and fulfils the Council's duty to ensure all education settings comply with *Keeping Children Safe in Education* and related statutory safeguarding requirements on education settings. The Education Safeguarding Lead coordinates and ensures the Council's response to safeguarding concerns, ensuring those concerns are thoroughly and appropriately investigated, quality assuring setting investigations and their findings for the council, settings and related professionals alongside monitoring settings' responses required actions. This may involve providing specialist advice, information and guidance to education settings on their safeguarding arrangements and practice in response to concerns raised by Ofsted, the ESFA, the RDD's office and whistleblowing reports. The Education Safeguarding Lead is responsible for ensuring timely reporting of investigations to statutory agencies, the regulator and the DfE. The postholder will develop close links with the GSCP, MASH Education team, the Education representative on the MASH Board, with Local Area Designated Officers, the Education Service Area Safeguarding responsibility holders, the safeguarding traded services officers, the GSCP business unit and senior leaders in schools as part of establishing a clear and coherent reporting, recording and responding strategy to safeguarding matters. The postholder is the Education Lead on safeguarding during any regulatory inspection, for example, Joint Area Thematic Inspections of Children's Services.

The Education Safeguarding Manager provides strategic leadership, professional oversight and operational coordination of safeguarding arrangements across all education settings, ensuring the Local Authority fully meets its statutory responsibilities under *Keeping Children Safe in Education (KCSIE)* and wider safeguarding legislation.

The postholder is accountable for establishing a robust, consistent and high-quality safeguarding system across the education sector, ensuring that all providers—schools, early years settings, academies, and alternative provision—have effective safeguarding arrangements in place and are supported and challenged to continually improve practice. This includes ensuring that safeguarding concerns are identified early, responded to appropriately, and that children and young people are protected from harm through timely, proportionate and well-coordinated action.

The role provides both strategic direction and operational assurance, leading the Education Safeguarding Team and aligning work across MASH, MACPT and wider partnership structures. It ensures that education is fully integrated into multi-agency safeguarding systems, contributing meaningful intelligence, professional expertise, and challenge to decision-making processes to improve outcomes for vulnerable children.

The Education Safeguarding Manager is responsible for overseeing the Local Authority's response to safeguarding concerns relating to education settings, ensuring that investigations are robust, transparent, and defensible. The postholder ensures that safeguarding practice across the education system is subject to

effective quality assurance, audit, and performance monitoring, driving continuous improvement and embedding learning from reviews, inspections, and casework.

Working at a senior level, the role builds and sustains strong partnerships with key stakeholders, including the Gloucestershire Safeguarding Children Partnership (GSCP), MASH, Local Authority Designated Officers (LADO), Children's Social Care, and education leaders. The postholder ensures clear lines of accountability, effective information sharing, and a coordinated multi-agency approach to safeguarding.

The Education Safeguarding Manager also plays a critical role in representing the Local Authority during inspection and external scrutiny, ensuring that safeguarding arrangements are evidenced as effective, compliant, and impactful. The role promotes a culture of safeguarding vigilance, professional curiosity, and accountability across the education system, ensuring that the voice and lived experience of children remain central to all safeguarding activity. In addition, the postholder holds significant statutory responsibilities, providing strategic education leadership across key multi-agency safeguarding partnerships. This includes leading the education contribution within the Multi-Agency Child Protection Team (MACPT), Multi-Agency Safeguarding Hub (MASH), Prevent and Channel Panel, and the Serious Incident Notification Panel. The role also ensures strong education representation within statutory safeguarding reviews, including Rapid Reviews and Local Child Safeguarding Practice Reviews (LCSPRs), driving learning and system-wide improvement.

Beyond this, the postholder is responsible for overseeing safeguarding arrangements relating to Children in Entertainment and Employment, ensuring robust compliance with statutory regulations and the protection of children in these sectors. They also manage a staff budget, ensuring resources are effectively deployed to support safeguarding priorities and deliver high-quality services.

This is what we need you to do...

- Lead the strategy, development and delivery of education safeguarding services, ensuring compliance with statutory duties and alignment with Council priorities.
- Be accountable for service performance, quality, outcomes, resources and continuous improvement, including setting standards and addressing underperformance.
- Lead, manage and professionally supervise the Education Safeguarding Team and coordinate safeguarding responsibility holders across the Education Directorate.
- Act as the senior decision-maker and source of authoritative advice on complex or high-risk safeguarding matters, escalating and

resolving issues across agencies where necessary.

- Oversee the response to safeguarding concerns and complaints relating to education settings, including assurance visits, investigations, quality assurance and improvement activity.
- Lead education's contribution to multi-agency safeguarding arrangements, including the GSCP, MASH, MACPT, Prevent, Channel and Serious Incident Notification processes.
- Represent the Council and Education Directorate at strategic boards, statutory reviews, panels and partnership forums, chairing relevant groups where required.
- Chair and lead the Education Safeguarding Subgroup, including agreeing, overseeing and regularly reviewing the group's priorities.

- Coordinate education's contribution to safeguarding reviews, audits and inspections, including Rapid Reviews, LCSPRs, JTAI, ILACS and Section 11 assurance.
- Maintain oversight of safeguarding compliance across education services and settings through audit, data analysis, case sampling, performance monitoring and statutory returns.
- Develop and maintain safeguarding policies, procedures, systems and records, ensuring effective information sharing, governance and data protection.
- Lead safeguarding communications, training, briefings and workforce development for education services, schools, settings, governors and partners.
- Build effective relationships with education leaders and statutory partners, providing support and challenge to strengthen safeguarding practice and improve outcomes for children and young people.

Special Conditions

The post will involve working out of normal office hours at times.

The post involves travel throughout the County.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

The ideal candidate will have...

Experience

- Experience of the education system and legislative framework
- Undertaken the role of Designated Safeguarding Lead in an appropriate setting or extensive experience of working with schools, including work on attendance and related issues. Working with children, young people and families.
- Management experience in relevant sectors which have led to positive outcomes for children, young people and families
- Experience of effective multi-agency work and working across organisational boundaries and use of influence within multi-agency settings which has led to improved outcomes for children, young people and families
- Experience of implementing strategies for service development which has led to quality improvement
- Experience of developing/leading changes in services and/or policies that have led to service improvements
- Experience of effective partnership work with parents, children, young people and families and institutions /settings to develop and improve service provision

Knowledge, Skills and Understanding

- Comprehensive knowledge of safeguarding legislation, statutory guidance, national policy and the wider education and local government context, with the ability to apply these requirements to local service delivery.
- Strong understanding of local safeguarding needs, risks and priorities, and the strategic and operational responses required from the Council and education settings.
- Sound professional judgement and decision-making skills, with the ability to work independently, analyse information, manage risk and make defensible decisions within agreed legislation, policy and protocols.
- Excellent written, verbal and presentation skills, including the ability to produce clear and concise reports and records, deliver training and communicate complex or sensitive information to a range of audiences.
- Highly developed interpersonal, negotiation and influencing skills, with the ability to build effective relationships, provide constructive challenge and influence organisational and corporate strategies and plans.
- Ability to assess complex situations and develop, implement and review effective plans, interventions and safeguarding practice, using creativity, initiative and problem-solving skills to improve outcomes.
- Strong organisational and case-management skills, including the ability to prioritise competing demands, manage workload, meet deadlines and maintain high standards of recording and professional practice.
- Political awareness and a demonstrable commitment to continuously improving the quality, effectiveness, reputation and reach of education safeguarding services.

Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours.
- Committed to equal opportunity and anti-discriminatory practice
- Commitment to the value of education and social inclusion
- Creative approach, analytical skills, and interest in developing own skills
- Commitment to teamwork and an understanding of own role as a team member
- Commitment to development and raising professional standards
- An organised and professional approach in attitude and appearance
- Demonstrates a commitment to safeguarding and promoting the welfare of children

Education & Qualifications

Essential

- Qualifications in Social Care, Education Safeguarding, Youth Work or teaching (including further education)
- Educated to degree level
- Experience of working with vulnerable children and families in welfare, educational or legal context.
- Evidence of continued professional development to update skills and knowledge

There are also a number of generic requirements that are applicable to all employees within the Council. There can be found at the following link:

<http://staffnet.gloscc.gov.uk/index.cfm?articleid=8579>