



## PERSON SPECIFICATION - Trust Safeguarding Lead

Criteria		Evidence	Scoring Method
Qualifications and Experience	Honours degree in relevant specialism	A	Pass/Fail
	Has QTS (before start date)	A	Pass/Fail
	An exceptional record of leadership and management of safeguarding in a school setting	A/I	Numerical scale
	Relevant portfolio evidencing recent DSL related training	A	Numerical scale
	Experience of quality assurance, school improvement planning, and a thorough understanding of change leadership and effective implementation.	A/I	Numerical scale
	Proven success in building effective partnerships and links, including with LAs/agencies/schools	A/I	Numerical scale
Knowledge and Skills	Extensive and detailed knowledge of relevant legislation including current DfE, Ofsted and Local Authority guidance on safeguarding.	A/I	Numerical scale
	Understands the principles of adaptive teaching to support all pupils (particularly disadvantaged and those with SEND)	A/I	Numerical scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical scale
	Has well-developed ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc	A/I	Numerical scale
	Ability to implement the characteristics of high-quality teaching in line with all Teachers' Standards	A/I	Numerical scale
Values and Behaviours	Makes a commitment to their own professional development in order to become the best teacher and leader they can be.	I	Numerical scale
	Demonstrates an ability to build and maintain positive relationships with pupils, colleagues, parents and carers, with a positive outlook and a sense of humour	I	Numerical scale
	Makes a commitment to ensuring their values and behaviours align with TEAL's Ethical Behaviours (as outlined in the Job Description), as commensurate with their role	I	Numerical scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

*TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.*