

Person Specification

Post: Safeguarding Officer

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Grade C or above in GCSE English and mathematics • DSL trained 	<ul style="list-style-type: none"> • Bradford Local Authority Safeguarding Training on 'Working together to safeguard children and young people' • Qualifications or training relating to safeguarding, child protection or Social, Emotional and Mental Health 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Working with young people • Supporting students with safeguarding concerns • Mentoring or supporting young people • Contextual safeguarding awareness 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate, challenge and support students • Construct successful relationships with students, parents and professionals to manage safeguarding concerns • Microsoft Office, especially Excel and Word • Commitment to safeguarding 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Use of data management systems / SIMs • Use of Safeguarding software such as CPOMs • Understanding of local and national safeguarding policy and practice 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Diplomatic • Personal and professional integrity • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Ability to effectively evaluate own performance and develop yourself • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision • Experience of dealing with high level safeguarding incidents • Emotional resilience and able to act with logic and reason in challenging situations 	<ul style="list-style-type: none"> • Application • Interview • References