



Reepham High School and College

Safeguarding Officer (required September 2022)

Scale F £20,318 (actual)

37 hours per week, 41 weeks per year

Reepham High School & College is an 11-18 comprehensive school, only half an hour away from Norwich city centre. It has over 800 pupils in the main school and 240 students in the sixth form college. The school serves a very wide catchment area of nearly 400 square kilometres and 85% of our young people travel by bus.

Reepham prides itself on having a cheerful, caring and calm atmosphere. Pupils are expected to behave very well and do behave very well. This is achieved through developing every individual's self-discipline and making every individual feel valued and cared for. As a result, not only are lessons purposeful and the pupils overwhelmingly kind, there are also lots of smiles and plenty of good humour.

Role description

RHSC is looking to add one full time member of staff to its Safeguarding team to assist in supporting families through our school and college. We are looking to improve further the safeguarding capacity within the school to offer more support and intervention to our student body. As Safeguarding Officer, you will be a full time member of the Safeguarding team, and will be expected to work under the direction of the Lead DSL. At times you will be expected to work independently when the Lead DSL is not in school. You will take part in strategy discussions and inter-agency meetings, and contribute to the assessment of children. You will advise and support other members of staff on child welfare and child protection matters, and liaise with relevant agencies such as the local authority and police.

You will be managed by the lead DSL who currently leads a team of 8 trained DSLs who meet weekly to monitor, discuss and act as appropriate. RHSC considers the care and safety of its pupils an ongoing priority of the school and is an area we are constantly looking to improve. To work in this team you will need to have a genuine commitment to the wellbeing of young people, be able to work at high speed and under pressure, to be prepared to work independently and as part of a group, have excellent inter-personal skills, be able to develop a natural rapport with young people and be both emotionally and physically robust. Ideally you will have a relevant background with an up to date knowledge of recent legislation and schools' working safeguarding practises. However, full induction and training is available and will be given for the right person who does not have full relevant experience.

For the right person of relevant experience and high levels of performance, it is anticipated that additional responsibility might be added in the second year of the role.

Key Tasks

- To play a major part in safeguarding the pupils of RHSC
- To carry out all aspects of effective safeguarding practises
- To keep meticulous records of all work, on CPOMs
- To build positive relationships with pupils, parents and carers
- Tackling challenging and complex safeguarding issues
- To support families with challenging circumstances and dynamics.
- To carry out home visits with other members of the team and maintain parental communication
- To work effectively in partnership with outside agencies
- To work independently
- To lead school based EHAP meetings
- Complete reports and staff update documentation
- Staying up to date with current legislation and practices and attending the appropriate training

Preferred experience and qualities

The ideal candidate will have a sound knowledge and understanding of safeguarding and child protection procedures and legislation, possibly gained from experience of working with children and families and dealing with complex safeguarding and child protection issues. They will be passionate about ensuring the safety and welfare of our students, able to work as part of a team and have a good knowledge of mental health issues and how these impact on students' well being. An essential quality is being able to build and maintain good relationships and communicate effectively with students, parents/carers, colleagues, and external agencies.

If you would like to find out more or visit the school, please contact Dan Kennedy, Lead DSL, by email dkennedy@reephamhigh.com

Please be aware that Reepham High School and College is committed to safeguarding and promoting the welfare of children. References will be sought and the successful applicant will be required to undertake a DBS check.

How to apply: A Synergy application form must be used. This is available on the school website.

Please forward completed application forms to hr@synergymat.co.uk

Closing date: 9am Friday 2nd September 2022

We welcome applications before the deadline and may interview on an individual basis if a suitable candidate applies.