



Framwellgate School Durham

Director of Safeguarding

Candidate Information Pack

Salary:

FSD 12 Points 33-35 £35,934 - £37,849

(subject to support staff pay award 2019-20 from 1st April)

Full time, all year round, permanent

Start Date – September 2020



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FRAMWELLGATE SCHOOL DURHAM DIRECTOR OF SAFEGUARDING

Salary: FSD 12 Points 33-35 £35,934 - £37,849

Following the appointment of the existing postholder to a senior role within a Local Authority, we wish to appoint an exceptional and highly motivated Director of Safeguarding to make a real impact in this rapidly improving school. The school has undergone significant change over the last three years with improving outcomes, a new ethos & uniform, excellent student behaviour and a 35% increase in the school roll. Some of these changes were reflected in a positive Ofsted inspection in May 2018, where our leadership & management, 6th form, and students' personal development, behaviour and welfare, were all graded "Good". Our safeguarding processes have been recognised as a significant strength over this time and the successful candidate must possess energy and vision, as well as exceptional technical knowledge, to continue our strong practice in this area.

This is a non-teaching post; our current postholder had a background in the probation service and we expect those applying to have safeguarding experience in education, social services, the NHS or elsewhere.

We appreciate that each applicant will come with their own particular strengths but a commitment to strong pastoral care and guidance, and a willingness to learn, train and develop professionally are all essential. You will be part of the Senior Leadership Team in school and we can offer you the opportunity to work with a talented and supportive team of professionals. Our pastoral team in 2020 will consist of Heads of Year and Pastoral Managers in each year group, and two deputy DSLs in addition to admin, SEN, attendance and behaviour professionals, working in newly refurbished offices.

Framwellgate School Durham is a rapidly growing 11-18 non-selective secondary school within a Multi Academy Trust. The school roll is set to have increased by 35% in three years and by September 2020 we expect to have more than 1320+ students on roll.

This is an outstanding opportunity for a talented individual to join our dynamic and forward-thinking Senior Leadership Team. We are looking for someone with a caring, empathetic but firm manner who has an excellent understanding of safeguarding legislation and best practice in keeping children safe.

The closing date for applications is 8.30am on Tuesday 9th June 2020

Shortlisting will take place over the course of that week, with interviews scheduled to take place in w/c 15th June. The exact nature and timing of these interviews will depend on the current health crisis. We are sorry that we are unable to offer pre-application visits but if you have any questions about the role then please get in touch.

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and Section 128 clearance will be required for this post, together with completion of a pre-employment health questionnaire.

**The Excel Academy Partnership
at Framwellgate School Durham
Newton Drive
Durham
DH1 5BQ
Tel: (0191) 3866628
Email: Thompson.f@framdurham.com**

Letter of Welcome from Andy Byers, Headteacher



Dear Applicant

I am delighted that you are interested in this post. Framwellgate School Durham (FSD) is a fantastic school. I took up post in September 2017 and working alongside our talented and experienced staff, we have overseen significant change and improvement. Student behaviour is excellent, and we put a great deal of emphasis on ensuring that staff can work in an environment where students want to learn. The strength of the school has always been its caring ethos and strong community links, and these remain. By introducing new

systems to manage behaviour, rewards, assessment, marking, and teaching, and with a new ethos, uniform and curriculum, we have made huge strides in transforming the school.

I am looking for people who are passionate about their work, are reflective practitioners, and enjoy working in a team to make a difference to young people's lives. I think this is an incredible opportunity and hope you will too; you must be able to demonstrate resilience, humour and enthusiasm. You must never settle for second best. I will guarantee you our time and support and a fabulous place to come to work every day.

Three years ago, we had much smaller pastoral team; hugely talented and committed staff but struggling to make the difference they wanted due to limited capacity. By this September we will have 6 Pastoral Managers (up from 3 in 2017), a recently appointed Director of Behaviour, new(ish) SENCO, more LSAs, improved specialist mental health provision, and a refurbished pastoral area with more dedicated office space. I took the decision in the Autumn of 2017 to make the DSL post a non-teaching role and this is a decision I have not regretted.

Under normal circumstance I would suggest that you come and visit. We would love to talk to you in more detail about our plans and if you haven't visited the school before, I think you would have been impressed with many aspects of it. You may also want to decide whether you can work with us! If we are back to school in June, we will ensure that shortlisted candidates are able to look round the school. If we aren't back fully at this time, we will conduct the interviews remotely using videoconferencing technology.

In your application, please try to focus on what would make you an effective Director of Safeguarding and why you want to work at Framwellgate School Durham. Tell me why you are passionate about your work and make me feel like I am reading about you; try not to write a generic application which ticks the right boxes but doesn't tell me what you are like as a colleague. Your knowledge of legislation and practice in regard to keeping children safe will be crucial but we do not expect the successful candidate to have worked in a school necessarily. The previous post-holder had not.

We have changed so much already over the last three years (20+ new teachers, a new sports centre, a new school day, a new uniform, a new behaviour management policy and procedures, and most significantly, major investment in the pastoral staff) and have much more planned for 2020-21 with developments to our environment and an ever increasing number of students on roll. Developing colleagues in a supportive environment is at the heart of what we do.

Finally, one of you reading this will become a senior leader and safeguarding lead in a fantastic school. You will love it. Good luck with your application.

Yours faithfully,

Andy Byers

Headteacher May 2020

About the school

Framwellgate School Durham (FSD) is an 11-18 school which was granted academy status in 2011. There are approximately 1250 students on roll including 130 in the Sixth Form. Our roll is projected to increase by a further 50-60 in September 2020 (by which time we will be oversubscribed), and within the next two years, we envisage a roll of 1400 including 230+ in the sixth form. The school serves the population to the north of Durham city, primarily from the Newton Hall estate, but we attract students from a wide surrounding area and over 20 feeder primary schools. We are a high achieving 11-18 academy with a strong track record in both provision and outcomes. We are fully committed to the students in our care, and work to ensure that both the pastoral provision and quality of teaching is the very best.

Aims and ethos

Framwellgate School Durham is a community that values learning and celebrates achievement. We are an inclusive comprehensive school with high expectations of both our staff and students alike. In the Spring of 2018 we consulted students, staff and parents, and re-evaluated our ethos; the result of this exercise was a new ethos statement (below) which emphasises compassion and kindness and places the well-being and happiness of our students alongside academic achievement. Our new school uniform was introduced in September 2018.

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Our school promotes academic excellence and embraces the shared values of honesty, integrity, respect and compassion. We want our students to be ambitious, kind, resilient and hardworking, and have a genuine passion for learning. We want them to change the world with the knowledge, skills and confidence they have learned here; to champion fairness, have friendships for life, and pride in our school. Above all, we want our students to be happy.

The curriculum

We are committed to providing a knowledge rich curriculum which responds to the needs of the individual student, whilst ensuring access for all to a broad and balanced range of educational experiences. For many students, this means learning with us from 11 to 18. We view this as a continuous, coherent journey and see one of the most important functions of learning, during any key stage, as being to prepare students for the next one. Our curriculum is carefully planned and sequenced and taught by subject specialists.

We recognise that whilst all our students have needs, some have more significant barriers to learning. We are an inclusive school, and through the work of the Achievement Centre, we seek to remove or minimise any barriers to learning that our students may have, be they emotional, physical or academic.

At Key Stage 4 and 5, students receive options guidance linked to future aspirations, and we offer a significant number of GCSE, A Level and BTEC courses which meet the needs and interests of all our students. Nearly all our Year 13 students go on to university, most choosing to study at Russell Group universities.

Pastoral Care and Support

Pastoral care is a strength of the school. This was recognised by Ofsted in 2018. All students are placed in tutor groups, and almost all teachers have a pastoral responsibility,



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remaining with their tutor group as they move from Year 7 to 11. The tutor is the first port of call for all students. In 2018 inspectors praised student behaviour; indeed, we place a real emphasis on this aspect of school life and believe that teachers can't teach, and students can't learn, unless behaviour in the classroom, and around school, is excellent. We have effective and robust systems in place to manage behaviour and tackle issues from low level disruption, to more serious incidents.

Teaching and Learning

Having introduced new systems to manage various aspects of school life, and a new knowledge rich curriculum, we spent 2019 developing and improving our classroom practice. We place a very high priority on developing our staff professionally. Middle leadership training has been a strong focus this year and there is an extensive programme of CPD opportunities which seeks to support all staff, identify their development needs and move forward in their practice. In 2017 we introduced collaborative planning time for all departments, to allow them to work together to plan exciting and engaging lessons.

We aim to ensure that our teaching stretches and challenges students, and we are increasingly research-led. We don't ask teachers to follow a prescribed learning cycle but we have invested a significant amount of time on training and CPD and have embraced Rosenshine's principles in planning the key ingredients of a good lesson.

The development of teaching is supported through a supportive appraisal process (no data-driven progress targets and objectives linked to improving professional practice), and lesson drop-ins and learning walks. The support for NQTs is exceptional and we are in the process of developing other training strands for RQTs and those aspiring to middle and senior leadership.

Ofsted

Ofsted does not determine our practice, nor does it dominate our thinking, but we believe that our ethos, curriculum, teaching and support for students are such that an inspection will confirm our own judgements and recognise our successes. Our inspection of May 2018, soon after the new leadership team had taken up their posts, confirmed that we were heading in the right direction. Inspectors highlighted the following **"Strengths:**

- The new headteacher, supported by a recently appointed and skilled senior team, has brought much-needed drive and ambition to the school. In a short period of time, they have tackled a significant number of weaknesses effectively.
- Pupils' behaviour, sixth form achievement and pupils' progress in English and mathematics have improved. The quality of teaching is also improving.
- Pupils behave very well around the school. Most are attentive in lessons and show respect for each other's opinions. Parents and pupils value the high level of support provided by the school's pastoral team
- The sixth form is good. Most students make strong progress in their chosen studies. They are well supported to go onto higher education, training or employment."

A positive monitoring visit in July 2019 demonstrates that we are on the right track.

The Website and Social Media

Our new website (www.framdurham.com) gives an insight into the school and I would encourage all prospective applicants to look at it. Many departments have an active twitter account and you may be interested in the Headteacher account (@framheadteacher) and school account (@fram_official). The Headteacher also writes a weekly blog (www.framheadteacher.com)



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Job Description: Director of Safeguarding

Main Purpose of the Role

To be part of the school's Senior Leadership Team, the Designated Safeguarding Lead (DSL) in school and provide strategic direction and leadership which ensure that we meet our statutory responsibilities of Keeping Children Safe in Education

Main Duties and Responsibilities

- To provide strategic leadership of safeguarding
- To be the School's DSL (Designated Safeguarding Lead)
- To promote the ethos and vision of Framwellgate School Durham
- To support the Headteacher and Deputy Headteacher in ensuring that we keep children safe in the widest sense
- To be accountable to the Headteacher & Deputy Head for designated responsibilities
- To be responsible for ensuring the proper implementation of all relevant policies and legislation, and train (or arrange training for) staff as appropriate
- To lead, advise and have oversight of safeguarding practices in relation to equalities policy and practice, aspects of health and safety (including risk assessments) and site safety, alternative and off-site provision for students, e-safety, looked after children, policy and practice around radicalisation legislation (PREVENT), and policy relating to CSE and FGM, safeguarding information from feeder schools, mental health and the well-being of students
- To be the lead on-site professional for GDPR policy and practice and liaise with the DPO (externally based) and staff to ensure compliance and data protection
- To lead, promote and oversee anti-bullying initiatives in school and have oversight of prejudice related incidents and reporting
- To work with the SENCO to promote and develop SEMH provision
- Along with other senior and middle leaders, to supervise small numbers of students withdrawn from lessons on a weekly rota
- To act as an ambassador for Framwellgate School Durham in developing partnerships and links with stakeholders that promotes a positive profile of the school and be the School's representative on the Central Durham Behaviour Panel
- To take a lead role in the drafting, development and implementation of policy around area of responsibilities
- To provide senior leadership at Framwellgate School Durham and support the rest of the team with a focus on continuous improvement and raising standards
- To be responsible for meeting the demands of changing legislation, new initiatives and changing practice in relation to areas of responsibility. To ensure the school is always outward looking in its approach
- To build and maintain strong relationships with parents, staff, and governors
- To work flexibly, including out of normal hours, and to attend Governors meetings and other school events as required
- Undertake other duties and responsibilities which the Headteacher may determine
- To keep and maintain accurate and detailed records in relation to the role

General responsibilities of all staff

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, and adhere to all relevant safeguarding policies and procedures
- To carry out your duties with full regard to the School's Equality Policy



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- To comply with Health and Safety policies, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others

Person Specification: Director of Safeguarding

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Degree or equivalent OR significant experience of working in or being trained at a managerial/executive level in a public-sector organisation• DSL training (Level 3)	<ul style="list-style-type: none">• Other relevant qualifications relating to safeguarding or other aspects of the job description
Experience	<ul style="list-style-type: none">• Significant proven experience as a middle leader in education or relevant public-sector setting• Experience of managing, developing, inspiring and motivating staff• Demonstrable recent success in meeting challenging targets• Experience of leading the management of significant development and change• Experience of presenting high quality, strategic information to staff and other stakeholders• Significant experience of working with external agencies to support the needs of young people/children• Experience of carrying out risk assessments in current setting• Experience of leading training for staff on safeguarding issues (or other aspects of the job description)• Knowledge of current Government policy and guidance in relation to key areas of responsibility highlighted in JD	<ul style="list-style-type: none">• Significant proven experience as a senior leader in education or a relevant public-sector setting
Skills	<ul style="list-style-type: none">• Good oral and written skills• Ability to use ICT effectively to support teaching and learning• Ability to work effectively as part of a team• Calm and positive approach• Ability to relate well to children and adults and form effective working relationships• Sensitive to the needs of children and parents• Active listening skills• Ability to use own initiative• Able to manage time effectively• Accurate and detailed record keeper & excellent organisation	<ul style="list-style-type: none">• Skilled in managing students displaying challenging behaviours• Skilled at carrying out difficult conversations• Skilled at developing positive and productive working relationships with parents



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Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and Section 128 clearance will be required for this post, together with completion of a pre-employment health questionnaire.

The Application Process

Please complete the Application Form available from www.jobsinschoolsnortheast.com or www.framdurham.com Please DO NOT upload your application form to a website.

Guidance on completing the application form:

Candidates are requested to complete the application form in full. Section B Personal Statement requires you to set out thorough evidence of how you meet the criteria included in the Person Specification. This will be used in the shortlisting process. This section should be no more than 1,000 words.

Your completed application form should be emailed 'in confidence' to Thompson.f@framdurham.com by **8.30am on Tuesday 9th June 2020**. All applications will be acknowledged by email. Please DO NOT upload your application form to a website. Please note that we do not accept CVs.

Shortlisting will take place over the course of that week, with interviews scheduled to take place in w/c 15th June. Dates and times may be subject to variation due to the ongoing pandemic and, if necessary, interviews may take place remotely

We regret that, at present, we are unable to arrange visits to the school in advance of an application, but if you have any queries or questions about the role, please contact Fiona Thompson, Executive Assistant Thompson.f@framdurham.com and she will arrange for someone to respond.