

'Helping every person achieve things they never thought they could'

PERSON SPECIFICATION

Job Title	DEEP SUPPORT: DEPUTY DESIGNATED SAFEGUARDING LEAD
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KNOWLEDGE	ESSENTIAL	DESIRABLE
Up to date knowledge of educational theory and practice	✓	
Experience of driving and delivering strategies which have a demonstrable impact on students	✓	
Proven experience of using change management strategies effectively and leading and managing staff, with the ability to motivate and inspire colleagues	✓	
A knowledge and keen understanding of how to drive and implement highly effective intervention strategies	✓	
A knowledge and experience of the effective use of data	✓	
Experience of OfSTED inspections	✓	
Understanding of the DEEPs model and how 'co-construction' works		✓

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Level 3 Safeguarding		✓
A good honours degree		✓
SKILLS	ESSENTIAL	DESIRABLE
Excellent verbal and written skills, with the ability to communicate effectively with all members of the Academy / Trust community	✓	
An innovative leader, with a clear understanding of educational opportunity and how it can be translated into practical reality	✓	

Resilience and determination	√	
Ability to identify, challenge and improve underperformance	√	
Ability to build and form good relationships with colleagues and other professionals	√	
Ability to absorb a wide range of information and deal with confidential issues	√	
Ability to follow procedures, pay attention to detail and produce accurate work	√	
Ability to work flexibly to meet deadlines and respond to unplanned situations, managing demand and at times conflicting workloads	√	
Personal commitment to inclusion and diversity to ensure the maximum benefits for students and staff	√	
Excellent interpersonal skills	√	
Be able to maintain confidentiality, acting in a professional manner at all times	√	
Ability to work as part of a team	√	

Date Person Specification prepared/updated	October 2026
Person Specification prepared by	HR