

Safeguarding and H&S Standards Manager



Line Manager/Reporting into:	Global Education & HR Director
Full Time/Part Time:	Full Time
Fixed Term Contract Length:	Permanent
Closing Date for Applications:	18 May 2022
Languages Required	English
Location	London or Madrid

Inspired is seeking to appoint an experienced safeguarding and H&S standards manager

“Inspiring Academic Excellence Across 5 Continents”

A definitive statement of excellence in private education, Inspired is a co-educational, non- denominational, independent school group designed to inspire students to achieve their maximum potential in a nurturing, progressive academic environment from ages 3 months to 18 yrs.

Inspired offers a fresh and contemporary approach to education by re-evaluating traditional teaching methods and curriculums, and creating a more dynamic, relevant and powerful model reflecting current attitudes. We nurture the unique individuality, talent and self-assurance of each student, equipping them to take on the world with the skills and confidence to ensure success. Our current portfolio of 70+ schools currently operates across Europe, Asia-Pacific, Africa, the Middle East and Latin America, with quick ongoing expansion foreseen. The group has grown exponentially since its founding 8 years ago and offers a unique opportunity to join a connected global community obsessed with a dedication to excellence.

We take great care when selecting new colleagues to join Inspired Education and hand pick every single role. We believe true excellence in education is only achieved through an inspiring and passionate team with whom are dedicated to supporting our schools to recruit and retain students by sustaining engaging and inspiring learning environments through our 3 pillars of: Performing and Creative Arts; Academics and Sport.

Professionalism, responsive teaching, specialist knowledge, strong planning, excellent qualifications and an outstanding personal reputation, are just few of the core requirements we look for when recruiting Inspired teaching staff.

For more information about us, please visit [Inspired Schools - Premium Private Education \(inspirededu.com\)](https://inspirededu.com)

WHY APPLY

“Be at the forefront of International Education”

When you join Inspired, you don't just join a business. You become part of a unique global community of passionate professionals, with unrivalled access to extensive guidance, support and advice all focused on creating a culture of excellence in education.

WHAT WE OFFER

- The opportunity to add real value from day one
- Strong growth opportunities
- Being part of a global professional community
- A collaborative team and environment

- A culture of excellence
- A rapidly growing business
- The opportunity to be at leading edge of educational development practice

OUR TEAM

As the world's leading group of international schools, Inspired takes safeguarding and safety extremely seriously. There is a strong network of Designated Safeguarding Leads (DSLs) across the group and there are already effective systems and infrastructure in place to enable strong reporting and action planning for safety and safeguarding matters. This role will work closely across a high number of stakeholders including the Education and HR team, Finance, School Leadership and Regional Operations teams, to ensure the defined practices and processes are embedded effectively in every area of the business and role modelled through leaders - to drive consolidated global reporting and transparency into safeguarding practices/issues and to ensure that Inspired's approach is best in class and aligned to the top standards in the world

HOW TO APPLY

Please send any CVs through to Holly.Macer@inspirededu.com

Due to the current COVID environment, interviews are likely to take place via Zoom, MS Teams or another virtual platform. All applicants will be expected to provide the following (i) a supporting statement clearly outlining why they are interested in this position (ii) a CV with their details and history of employment and achievements (iii) at least two referees from a recent/current appointment

SAFEGUARDING STATEMENT

Inspired are committed to safeguarding and promoting the welfare of children and young people and if successful you are expected to share this commitment. The protection of our students' welfare is the responsibility of all staff and individuals are expected to conduct themselves in a way that reflects the principles and values of our organization.

Any successful applications will also be required to undergo rigorous child protection screening including checks with past employers and an enhanced DBS check as well as completing any relevant safeguarding assessments

EQUAL OPPORTUNITIES STATEMENT

Inspired Education is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by law.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Inspired makes hiring decisions based solely the skills, experiences and attributes needed to continue to deliver excellence.

ROLE SUMMARY & JOB PURPOSE

To define, maintain and improve safeguarding and H&S standards in the world's leading group of international schools. Key responsibilities include:

- Ensuring Inspired Education Group and all schools have the right policies, procedures and standards everywhere to prioritise the welfare and safety of children at all times, informed by the latest global best practice and highest standards.
- Provide regular global reporting and visibility of safeguarding and H&S trends from all schools, highlighting moderate – high risk issues, ensure that issues are resolved immediately, and solutions implemented by regional teams and school leadership to prevent reoccurrence
- Working with the Global Education Director and Global CHRO to support schools with DSL and whole school training to ensure staff are clear on their roles and responsibilities across safeguarding, safer recruiting and H&S audit requirements. To drive a priority on safeguarding culture and ensure schools are regularly reviewing and updating their policies and practices based on best in group.
- Conduct regular and deep school-level reviews of H&S and safeguarding standards and practices with the DSLs and school senior leadership team.
- Ensure the appropriate and consistent use of technology and systems to facilitate the capturing and resolution of all safeguarding instances.
- Be the point of contact for school leadership teams on specialist safeguarding matters to advise them on consistent global best practice, respond to safeguarding concerns and incidents and help coach them to build a strong culture to limit the chance of safeguarding failures.

ROLE RESPONSIBILITIES

Safeguarding Systems and Policies

- To ensure that all Inspired Education schools are compliant with all aspects of relevant global Safeguarding legislation produced by Inspired or defined by law and accreditation bodies. This includes but is not limited to: Working Together to Safeguard Children, Keeping Children Safe in Education and guidance from local Safeguarding Partners including the London Child Protection Protocols. To integrate the highest standards globally within different global cultural and statutory contexts.
- To keep up to date with changes in legislation and good safeguarding practice and ensure changes are communicated appropriately throughout Inspired Education Group.
- To oversee and direct effective Safeguarding induction and training for all new staff (including essential training) and with the Global Education Director ensure that every school has a well-trained DSL responsible and capable to lead on safeguarding issues. To lead the Inspired Global DSL network.
- To lead Safeguarding training for all Board members/Governors at least once a year and induct all new board members with regards to Safeguarding.
- To oversee Safeguarding and Welfare global and local policy updates, staff training and independent safeguarding audits working with the regional CEOs, MDs and Education teams.
- Work with the CHRO to ensure safer recruitment practices and standards are being upheld in each and every school, including the application of the SCR (Single Central Register)
- To produce where essential and keep updated a whole school approach to safeguarding documentation and ensure this is consistently applied.
- To ensure that where necessary, school-level safeguarding action plans are current and relevant.
- To monitor and evaluate the impact of all safeguarding policies, procedures and initiatives by regular consolidation and reporting to the Board of safeguarding issues and trends.
- To lead and support critical incident reviews where appropriate.

- Where schools are being inspected, take the lead in ensuring that the School has the highest possible standards of Safeguarding and is 'inspection ready' in relation to policies and procedures for safeguarding and pastoral care. Relevant standards include ISI, Ofsted, BSO and CIS amongst others.
- Ensure that the schools and leadership teams understand how to and proactively maintain meticulous safeguarding records through the appropriate MIS systems.
- To have oversight of attendance, pupils missing from education and the transfer of pupil information for leavers and joiners.
- To fulfil the obligations regarding the PREVENT Duty and be the point of contact for any queries; to help train staff to enable them to protect pupils from radicalisation.
- To assist the DH Pastoral or equivalent in assessing the impact of PSHEE or equivalent programmes on the effectiveness of and the culture of safeguarding and student welfare and development, reviewing all aspects of PSHEE relating to safeguarding regularly.
- To organize an annual safeguarding audit to inform the development plan for this role and area of practice.
- To find opportunities to help simplify communication to schools and use technology to make the recording of safeguarding instances easier and more effective.

Health and Safety

- To support the Education and Finance teams to ensure that schools are reporting instances regarding H&S correctly through iAuditor and investigating issues and instances appropriately.
- Alongside safeguarding reviews, ensure that essential H&S requirements are being assessed appropriately and action taken
- To work with the designated H&S Leads in schools and offices to ensure that the essential H&S processes and policies are in place
- Where schools are being inspected, take the lead in ensuring that the School has the highest possible Health and Safety standards and is 'inspection ready' in relation to policies and procedures for Health and safety. Relevant standards include ISI, Ofsted, CIS and BSO amongst others.

Communication

- To foster effective working relations with school heads, HR teams, regional leaders and external bodies.
- To regularly report to the Board on concern issues, high risk items and be proactive about improvements to the Group's approach to safeguarding.
- To review termly reports from Safeguarding Committees and governing boards.
- To prepare and communicate regular updates to all stakeholders.
- Work with school DSLs to help ensure full accountability is taken for school safeguarding issues and ensure that DSLs are trained appropriately.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are commensurate with the role as directed by Senior Management.

WHAT WE'RE LOOKING FOR

	ESSENTIAL	DESIRABLE
Skills and previous experience	<ul style="list-style-type: none"> • Deep experience in the development, assessment and measurement of school safeguarding practices and policies from within schools and/or assessment/regulatory bodies e.g. Ofsted, ISI, CIS. • Experience of working within schools and/or school sector or strongly regulated environment • Previous DSL or child protection experience • Experience in organisation with high compliance requirements • Strong experience of reporting and building thorough action plans • Reporting and tracking software & technology 	<ul style="list-style-type: none"> • Experience as a teacher or member of school senior leadership • Experience of being a DSL • Experience of leading H&S/Safeguarding whole school approaches • Relevant MIS experience
Qualifications and Accreditations	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • Appropriate Safeguarding qualifications (ideally L3) • Safer Recruitment Trained
Personal Attributes	<ul style="list-style-type: none"> • Very detailed • Hands on – no helicopter management • Fast paced and able to draw conclusions quickly and drive action at local level • Able to quickly build rapport with others to gain buy in and trust • Able to communicate quickly, concisely • Able to drive an accountability culture • Able to see trends and insights in data • Highly organised to ensure effective reviews and control checks across 80 schools in 22 countries • Capable of working across multiple different time zones and cultures • Open minded to global contexts and solutions • Highly effective team player 	