



CANDIDATE PACK

Deputy Designated Safeguarding Lead



Start date:
ASAP

Location:
Old Homesdale
Road, Bromley
BR2 9LJ



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY
BEACON
ACADEMY**





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Values

Relationship

Integrity

honesty

Trust

Teamwork

Job Description

Job title: Deputy Designated Safeguarding Lead

Salary: H15 - H20 on the LSEAT Harmonised pay scale

Contractual Hours: 36 hours per week

Position Status: Permanent

About our Vacancy:

We are seeking an inspirational Deputy Designated Safeguarding Lead to join Bromley Beacon Academy, a specialist SEMH provision for pupils aged 14–18. This role welcomes people with relevant professional qualifications and DSL safeguarding training (Level 3 or equivalent). They should have experience working with pupils with SEMH and complex needs and have the safeguarding of our pupils at the heart of everything they do.

The successful candidate will demonstrate a clear passion for ensuring that every single child and young person gets the support they need, and a commitment to safeguarding and promoting the welfare of children and young people. They will be a highly motivated, able to work collaboratively with staff, pupils, families and external agencies to create a positive, calm and nurturing environment in which all pupils can thrive.

We are looking for a resilient and compassionate Safeguarding Lead who can inspire others, model excellent practice, and contribute strategically to the continued development of the school.

Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.



Job Description

Main purpose of the role:

The Deputy Designated Safeguarding Lead (DDSL) has responsibility for safeguarding and child protection across the school. The post-holder will take a strategic and operational lead to ensure that all safeguarding and child protection arrangements are effective, compliant with statutory guidance, and responsive to the complex needs of pupils with SEMH.

The DDSL will promote a strong safeguarding culture, ensuring pupils feel safe, listened to, and supported, and that staff are confident, skilled, and accountable in safeguarding practice.

Key responsibilities:

Strategic Safeguarding

- Take responsibility for safeguarding and child protection across the school in line with KCSIE, Working Together to Safeguard Children, and local authority procedures
- Act as a key member of the Safeguarding Team, contributing to whole-school strategy and decision-making
- Develop, implement, and review safeguarding and child protection operations, policies and procedures annually
- Ensure safeguarding practice reflects the additional vulnerabilities of pupils with SEMH, including trauma, adverse childhood experiences (ACEs), and neurodiversity

Child Protection and Safeguarding Practice

- Act as the main point of contact for all safeguarding and child protection concerns
- Make timely and appropriate referrals to Children's Social Care, the Local Authority Designated Officer (LADO), police, and other agencies
- Lead and manage safeguarding cases, including:
 - Child in Need (CIN)
 - Child Protection (CP)
 - Early Help



- Maintain accurate, secure, and up-to-date safeguarding records (including chronologies and risk assessments)
- Attend and contribute to multi-agency meetings, conferences, core groups, and reviews
- Ensure pupils' voices are heard and central to safeguarding decision-making

Staff Training and Safeguarding Culture

- Deliver or coordinate regular safeguarding updates, including:
 - SEMH-specific safeguarding risks
 - Trauma-informed practice
 - Peer-on-peer abuse
 - Child sexual exploitation (CSE), criminal exploitation (CCE), and county lines
- Act as a source of advice and support to staff on safeguarding concerns and thresholds
- Promote a vigilant, reflective, and professional safeguarding culture across the school

SEMH-Specific Safeguarding Responsibilities

- Promote safeguarding responses to high-risk behaviours associated with SEMH, including:
 - Self-harm and suicidal ideation
 - Aggression, dysregulation, and restraint-related concerns
 - Peer-on-peer abuse
 - Absconding and missing-from-education risks
- Support DSL to ensure safeguarding is embedded within behaviour, attendance, and inclusion strategies
- Work closely with pastoral, therapeutic, and behaviour teams to ensure joined-up safeguarding practice

Working with Pupils and Families

- Build trusting, professional relationships with pupils and families to support early identification of safeguarding concerns
- Communicate clearly and sensitively with parents/carers while maintaining professional boundaries and confidentiality
- Support families to engage with Early Help, social care, and external services

Safer Recruitment and Allegations Management

- Support the DSL, Headteacher with safer recruitment processes, including participation on interview panels where required
- Maintain oversight of safeguarding aspects of recruitment and vetting
- Manage and advise on allegations against staff in line with statutory guidance and LADO procedures

Monitoring, Reporting, and Compliance

- Regularly audit safeguarding practice and report findings to the DSL, DHT and Headteacher
- Keep up to date with changes to legislation, statutory guidance, and local safeguarding arrangements
- Ensure safeguarding arrangements are robust, reflective, and continuously improved
- To line manage all DDSLs, attendance and welfare officers at BBAO

General Requirements:

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

Person Specification

Criteria	Qualities
Qualifications and Training	<ul style="list-style-type: none"> • Relevant professional qualification • DSL safeguarding training (Level 3 or equivalent) • Commitment to ongoing professional development in safeguarding
Experience	<ul style="list-style-type: none"> • Significant experience working with vulnerable children and young people • Experience of safeguarding and child protection in an education or specialist setting • Experience working with pupils with SEMH and complex needs • Proven experience of multi-agency working
Knowledge and Skills	<ul style="list-style-type: none"> • Thorough knowledge of KCSIE, Working Together to Safeguard Children, and local safeguarding procedures • Strong understanding of SEMH, trauma, and mental health-related safeguarding risks • Excellent communication, record-keeping, and organisational skills • Ability to make sound professional judgements under pressure • High levels of emotional resilience and professional integrity
Desirable	<ul style="list-style-type: none"> • Experience within a school or specialist setting • Experience of contributing to safeguarding audits • Training in trauma-informed practice or therapeutic approaches

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

