

Senior Adviser: Safeguarding & Inclusion

Salary: £70,000

About Camden Learning

Camden Learning is a local education partnership established in 2017 and jointly owned by Camden Council and Camden's schools. A company limited by guarantee, it was created for the benefit of all our children and schools, with a core focus on school improvement. We have made good progress in building Camden Learning and developing greater capacity locally for a school-led system. We have a strong relationship with schools and have worked closely with leaders to put the architecture in place to provide stronger and more creative connections between them.

Role purpose

The Senior Adviser: Safeguarding & Inclusion will oversee and direct the work of a number of colleagues with responsibility for varying aspects of safeguarding and inclusion, as well the Inclusion Team and the Attendance Team. They will provide high quality safeguarding and inclusion advice, support and guidance across Camden's schools, working with senior leaders to continue to improve delivery in this area and to keep Camden school students safe. This will include ensuring schools can access high quality training and support which is delivered by suitably experienced and qualified professionals.

The role will champion the educational engagement and attainment for young people with actual or potential wellbeing and/or safeguarding issues through innovative practices.

The Senior Adviser: Safeguarding & Inclusion will:

- Take responsibility for the overall management and strategic direction of a co-ordinated safeguarding and inclusion service, ensuring teams work in partnership to deliver excellent outcomes for all children and their families.
- Ensure all partnership schools securely meet the Ofsted requirements for effective safeguarding and pupil well-being as well as those outlined in Keeping Children Safe in Education.
- Ensure that Camden Learning knows its schools and implement its school improvement strategy and risk management processes in order to prevent failure, intervening at the earliest possible opportunity to ensure schools improve.
- Identify expertise in schools ensure it is and shared across the Camden Learning schools and underperformance is challenged.
- Undertake and/or oversee safeguarding reviews of schools, making clear recommendations that will embed improved practice.

- To work in close partnership with Head Teachers, School Improvement colleagues and other strategic managers to raise children's achievement and ensure that all Camden children receive their educational entitlement.
- Play a key role in advising and challenging Camden schools on school policies inclusion and procedures for managing pupil attendance, reducing exclusions, promoting safeguarding and to assist schools in setting and meeting challenging individual targets where necessary.
- Assist in the investigation and resolution of complaints related to safeguarding and inclusion.
- Take the lead on initiating and developing strategies which will enable services to respond to organisational and legislative changes and to set aims, objectives and targets for the service teams.
- Provide and facilitate high quality professional learning which leads to sustained improvements in schools.

Qualification requirements

- Degree level qualification or professional qualification relevant to the post such as teaching, youth work or social work
- Evidence of wide ranging and relevant continued professional development

Person specification

- Experience of working with senior management structures, including headteachers, governors, local authority politicians and Lead Members.
- Demonstrable leadership skills, judgement, decision making and professional knowledge in the education field
- Experience of writing and presenting policy and strategy to a wide audience, recommending and developing appropriate future work streams and action plans.
- Managing challenging interactions with stakeholders such as parents, governors, local communities, partner education establishments and key services such as health, police and social care.
- Proven successful experience as a system leader with an ability to mentor and coach others and evidence of working successfully with schools to improve practice with a commitment to embed this in Camden.
- Extensive knowledge of safeguarding statutory guidance and local authority procedure, including knowledge of current policy and developments related to safeguarding, compliance (Section 11 audit), and inclusion (including pupil movement).
- Knowledge and understanding of the Ofsted framework and inspections and the implications for schools.

- Effective interpersonal skills, which include negotiating, influencing, team working and professional communication which engenders the confidence of schools and partners.
- Experience of establishing effective performance measures and evaluating service quality.
- Promote joint working across Camden Learning and the Camden Council to achieve the best outcomes for children and young people.
- To promote and lead the delivery of the traded services offer by ensuring that schools are aware of, and can readily access the offer.
- Adhere to Camden Learning's policies on equal opportunities and be responsible for the promotion of these policies in every area of work.
- Champion diversity and equality in all aspects of service delivery and people management.
- Carry out any other duties commensurate with the grade of the post, as may be required from time to time, including attending meetings outside of normal working hours if required.

Work Environment

The main base of work is the office at 5 Pancras Square, though the post holder may be able to work remotely for some of the week.

People Management Responsibilities

Direct line management of 5 people (total team 11)

Relationships

The post holder will be responsible for cultivating and maintaining excellent working relationships with internal and external stakeholders at varying levels of seniority including the following:

- Internal members of staff including key colleagues across Camden Learning and within Camden Council, including elected members
- School staff and Governors across Camden's schools
- External Camden Professional Partner contractors
- External bodies such as Ofsted, DfE, Diocese, trade unions, multi-agency consortia, partner organisations

Diversity & Inclusion

We want Camden Learning to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do.

Asking for Adjustments

Camden Learning is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at camdenlearningrecruitment@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,