



Deputy Designated Safeguarding  
Lead

**Brightstar**



[www.brightstarboxing.co.uk](http://www.brightstarboxing.co.uk)



## Welcome to Brightstar!

Brightstar are passionate about helping children and young people, young people are at the heart of everything we do. We are looking with someone with the same passion and values to join our team.

As part of our Alternative Provision Programme, you will contribute to the provision of a service to young people aged 11- 18 years old from a wide variety of backgrounds; supporting young people to remain in education, promote positive and health choices and reduce risks associated with anti- social behaviour and exploitation.

Our Alternative Provision Programme uses the sport of Boxing to inspire, engage and connect. At Brightstar we are dedicated to drive achievement and positive behaviour changes in every young person referred to us. Education does not have to be a linear path; our alternative education provisions aim to engage young people and show them there is always an available route to achieving.

If you share our **vision, values and want to make an incredible impact for our children and young people** then this is an incredible organisation for you to join.

**Joe Lockley**  
Director



# Our mission

To empower every young person towards and Brighter future. Fostering resilience, respect, and a lifelong commitment to bettering themselves and their community.

To be the guiding light that empowers the lives of young people from all backgrounds, illuminating pathways to success through boxing, education, and mentoring.



# OUR VALUES

## **BELIEVE**

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We believe in the innate potential of every young person. We empower them to discover their strength and overcome challenges and ultimately shape their own futures.

## **BELONG**

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In our diverse community, everyone is welcome, respected and valued. We embrace differences and create a supportive environment where everyone can thrive.

## **BECOME**

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Our rounded approach to empowering young people ensures they are in the optimal position to chase their dreams and become the best possible version of themselves.

# WANT TO MAKE A DIFFERENCE? YOU CAN AT BRIGHTSTAR.

Our mission is to empower every young person to thrive.



‘Coming to Brightstar has changed my life’.

73% Say they are able to manage their anger better.

75% Say they now feel more positive about their future

76% say Brightstar has improved their levels of self-confidence.

# What do our staff say?

**'I love working at Brightstar'.**

**'Brightstar feels like a family to me'.**

**'It's the most rewarding job in the world'.**

**'I feel like we are one team, supporting every child'.**

**'Being part of the amazing changes young people make is priceless'.**

**'I'm excited for the future at Brightstar'.**



# Job Title: Deputy Designated Safeguarding Lead

**Normal Working Hours** 15hrs pw term time only (+5 training days)

**Location** Shifnal

**Reports to** Designated Safeguarding Lead

**Actual Wage** £11.80ph

## Main Responsibilities

- Be compassionate about empowering children and young people to make more positive choices;
- Working in a multi-agency way to safeguard our children and young people;
- Have an excellent understanding of safeguarding and contextual safeguarding;
- Attend regular multi agency meetings;
- Have good knowledge of the Keeping Children Safe in Education Guidance;
- Be confident in completing risk assessments to keep our children and young people safe;
- Refer cases of suspected abuse to the local authority children's social care as required;
- Refer cases to the Prevent programme where there is a radicalisation concern as required;
- Make a National Referral Mechanism (NRM) referral where there is modern slavery concerns;
- Have good knowledge of NRM referrals;
- Support staff to make referrals to relevant agencies when required;
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required; and
- Refer cases where a crime may have been committed to the Police as required.

## Working with Others

- Act as a point of contact with safeguarding partners;
- Liaise with the Designated Safeguarding Lead to inform them of issues especially ongoing enquiries under s.47 Children Act 1989 and police investigations;
- Work closely with the Designated Safeguarding Lead to ensure all processes and procedures with regard to safeguarding and safer recruitment are in place and adhered to;
- As required, liaise with the local authority for child protection concerns in cases which concern a staff member;
- Liaise with staff on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies; and
- Act as a source of support, advice and expertise for all staff.



## Training

The Deputy Designated Safeguarding Lead should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years. The Deputy Designated Safeguarding Lead will have mandatory training to complete during their induction.

In addition to the formal training set out, their knowledge and skills should be refreshed at regular intervals, as required, and at least annually, to allow them to understand and keep up with any developments relevant to their role. Training should provide a good understanding of their own role, and the processes, procedures and responsibilities of other agencies, particularly children's social care, so they:

- Understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements;
- Have a working knowledge of how local authorities covered by Brightstar conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- Ensure each member of staff has access to, and understands, the company's child protection policy and procedures;
- Are alert to the specific needs of children in need, those with special educational needs and young carers;
- Understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulations;
- Understand the importance of information sharing, both within the company, and with safeguarding partners, other agencies, organisations and practitioners;
- Are able to keep detailed, accurate, secure written records of concerns and referrals;







## Training Continued

- Understand and support the company with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation and modern slavery;
- Are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at the Academy;
- Can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
- Obtain access to resources and attend any relevant or refresher training courses; and
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the company may put in place to protect them.

## Raising Awareness

- Ensure the company's child protection policies are known, understood and used appropriately;
- Ensure the company's child protection policy is reviewed annually with the Designated
- Safeguarding Lead (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this; Ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school or
- college in this;
- Link with safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements;
- Help promote educational outcomes by sharing the information about welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing or have experienced, with leadership staff;
- Ensure that staff understand each child's academic progress and attainment, and maintain a culture of high aspirations; and
- Support staff to identify challenges children may face and the additional academic support and adjustments they may make to best support the young people.



## Sharing Information

The Deputy Designated Safeguarding Lead should also consider if it would be appropriate to share any information with another organisation in advance of a child leaving.

For example, information that would allow the new organisation to continue supporting victims of abuse and have that support in place for when the child arrives. This must be in line with GDPR Regulations for children and young people.

## Availability

During term time the designated safeguarding lead (or a deputy) should always be available (during the hours young people attend the academy) for staff to discuss any safeguarding concerns.

All employees and volunteers are expected to work as a team by actively sharing and exchanging information across the organisation, attending staff meetings when asked and working together with other staff when roles and interests overlap.

If you would like to discuss the role further, please contact Jessica on 07932972547 or Sarah on 07852202591

If you would like an application pack to apply, please email Julie Lockley on [julie.lockley@brightstarboxing.co.uk](mailto:julie.lockley@brightstarboxing.co.uk)

