



September 2023

Assistant Head: Safeguarding

UPPINGHAM



From the Headmaster, Dr Richard Maloney

We have worked tremendously hard to take our safeguarding culture and practice to a sophisticated level over the past five years. Because we are a full boarding school, it is essential we have the very highest standards of safeguarding and pupil welfare. And rather than settling comfortably where we are, we think we can go even further to improve and reinforce our provision for pupils and staff.

The Assistant Head: Safeguarding is a new role and an opportunity for the right person to place Uppingham's safeguarding provision at the forefront of boarding education. We aspire to support our own pupils fantastically well, but also to train and develop the professional practice of adults to a level whereby we can positively influence our sector as a whole.

Because this role requires someone with significant operational experience of managing safeguarding and working with external agencies, we have no pre-conceived profile for the successful candidate. If anything, we want to encourage as diverse a field of applicants as possible so that we can employ the strongest person to serve our community.

We hope you find this role a challenge you want to take on. You will find the facilities wonderful, the people fantastic, and our ambition unparalleled. We aspire for Uppingham to be the very best school and want only the very best people to work with us.

I look forward to meeting you.

Dr Richard Maloney

Headmaster



Senior Leadership at Uppingham

It is our belief that leaders should be enabled to lead. Uppingham's recent success is predicated on all those in leadership positions being empowered to be creative, to innovate and to pursue their ideas without feeling constrained.

We have implemented dynamic systems that allow decision-making to be taken at the right level. At the same time, all middle and senior leaders 'buy in' to delivering a clear and agreed set of strategic aims and, in so doing, their leadership sustains the School's values and ethos.

Uppingham has three leadership teams: the *Uppingham Group Leadership Team* (ULT), which focuses on business-wide leadership of the Uppingham Group of Schools; the *Business Services Leadership Team* (BSLT), whose remit is to support the smooth functioning of Uppingham School; and the *Educational Leadership Team* (ELT).

The Assistant Head: Safeguarding will be a member of the Educational Leadership Team (ELT) which focuses wholly, unequivocally, and exclusively on all matters educational.

The ELT is chaired by the Headmaster and its membership comprises the two deputy heads: the Senior Deputy Head and Deputy Head Academic. These three are joined by six assistant heads: the Assistant Head: Pastoral; the Assistant Head: Safeguarding; and the Assistant Head: Co-Curricular (who all report to the Senior Deputy Head); along with the Assistant Head: Sixth Form; the Assistant Head: Teacher Development; and the Assistant Head: Curriculum Management (who report to the Deputy Head Academic). The leadership group is reinforced by the Bursar, Registrar, and Director of Marketing who attend ELT meetings.

As we seek to reinforce our safeguarding across the Uppingham Group of Schools, we have appointed a Director of Safeguarding who is responsible for safeguarding policy development, statutory compliance, staff training, and stakeholder engagement in our UK and international schools. The Assistant Head: Safeguarding will work with, and be supported by, the Director of Safeguarding in a mutually beneficial professional relationship.



About the role

Assistant Head: Safeguarding (AHS) is a new role within the Uppingham leadership team but will, from the start, be highly visible within a school that is wholly committed to the principle that nothing is more important than the welfare of children.

Our environment is complex. As a boarding school, adults work (and may also live) in close contact with teenagers, seven days a week and twenty-four hours a day. As a diverse and international community, pupils join us from all over the world to live in close-knit community. They may bring difficulties from home with them, find themselves exposed to risk online, or experience mental health difficulties to a level where they require intervention to keep them safe. As a full-boarding school, and with parents sometimes thousands of miles away, the welfare of those young people is our responsibility.

Ultimately, the AHS is accountable, as the School's Designated Safeguarding Lead, for ensuring that the welfare of pupils remains at the first consideration in everything we do. This means constant evaluation of systems, processes and records to ensure they are compliant with regulation and effective in practice; prompt and robust management of individual cases; confident advocacy on behalf of pupils and staff so their voice is heard; and the confidence to have potentially difficult conversations. The AHS will ensure that safeguarding cover is available at all times when the School is in session (including when trips occur out of term time) and may occasionally be required to respond to incidents that occur in the holidays.

While this is a demanding role, the AHS will not work alone. Indeed, this is very much a role for someone who understands the value of building and playing in a team. Close liaison with a group of six Deputy Designated Safeguarding Leads, the pastoral staff in each boarding house and the School's health centre is essential, as is active co-operation with external agencies. The AHS will also work closely with the Director of Safeguarding for the Uppingham Group of schools, particularly in matters related to quality assurance and training.



About the person

We are looking for someone who can successfully integrate empathy and professional objectivity. The successful candidate will have a personality that inspires trust and confidence in pupils, parents and colleagues, alongside an ability to analyse situations forensically and make sound judgements that promote the interests of the child. They will need emotional intelligence to support people who may be worried, angry or upset; flexibility to drop everything when a situation needs immediate response; and resilience to cope with unpredictable days and a caseload that can, at times, be heavy. They must be scrupulous in record-keeping, highly organised but also, always, human. And on some days, a sense of humour may be the most essential tool in the bag!

The appointee will need to demonstrate an excellent working knowledge of the statutory framework which governs safeguarding in education and an understanding of how to translate this into excellent practice in a boarding setting. It will be important that they are committed to continuous learning and open to improving their own practice, so they can effectively guide and advise others.

As a highly visible senior leader, the AHS will wear authority lightly and participate willingly in the busy life of a seven-day-a-week boarding school, willingly supporting pupils and colleagues alike in all their endeavours, both in and out of the classroom.



Teaching at Uppingham

Remuneration and Benefits

The School has its own generous salary scale, which is reviewed annually. The AHS is a senior leadership position and the salary will be commensurate with the appointee’s experience and the seniority of the role.

The School offers an extensive range of benefits including a school fee discount scheme for children of staff, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in retail outlets, restaurants, cinemas and with holiday providers.

Accommodation in Uppingham may be available.

One of Uppingham’s great community strengths is dining in house. Each day teaching staff are invited to lunch in a boarding house; a genuine pleasure in the midst of a busy week.

Life in Rutland

Rutland – England’s smallest county – is a beautiful part of the country. Uppingham town has two maintained primary schools and an 11-16 community college. There is a sixth form college in Oakham. Oakham School (six miles), Stamford School and Stamford High School (eleven miles) are independent schools which, between them, offer day education to boys and girls from eight plus; local parents and/or the schools concerned provide car or coach transport. There is a good GP surgery in the town. There is a considerable community of young children within the area.

The town is situated between Leicester and Peterborough. Nottingham, Northampton and Birmingham are also relatively close. Cambridge can be reached in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough. Peterborough and Leicester have excellent shopping centres. Leicester, Nottingham and Birmingham all enjoy first-class theatre and concert facilities.

The application process

Closing date:
Friday 17 February

Longlist interviews:
Tuesday 28 February

Shortlist interviews:
Friday 10 March

Applications must be made on the School’s application form, which can be obtained via the School website or from hr@uppingham.co.uk.

Completed applications must reach us by the closing date and should be returned to hr@uppingham.co.uk or by post to:

HR Department, Uppingham School
High Street West, Uppingham, Rutland LE15 9QE

Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.

At Uppingham School, we value a truly inclusive, fair and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels. We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.





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