

**Safeguarding and Behaviour Lead
Hove Learning Federation
Portland Road 0.5 TLR 2b (non-class based)
Interim position Autumn Term 2026**

Hove Learning Federation is comprised of West Hove Infant School and Hove Junior School, serving over 1,000 children. The Safeguarding and Behaviour Lead will play a pivotal role in strengthening safeguarding, behaviour, and attendance practices across the school, ensuring a consistent and proactive approach that promotes pupil wellbeing, safety, and engagement.

Key responsibilities will include:

Safeguarding Leadership

- Act as Deputy Designated Safeguarding Lead (DDSL), supporting the school's safeguarding strategy and operational practice.
- Work alongside the Head of School (HoS) to establish and maintain a clear, shared vision for safeguarding, rooted in vigilance, early intervention, and pupil voice.
- Ensure all staff understand and fulfil their safeguarding responsibilities through clear communication, guidance, and accountability.
- Strengthen systems for monitoring, reviewing, and responding to safeguarding concerns, using data effectively to identify trends, inform practice, and enable timely intervention.
- Collaborate with the Executive Headteacher (EHT) and HoS to deliver high-quality safeguarding training and coaching for staff, with a focus on contextual safeguarding, professional curiosity, and consistent reporting practices.
- Develop and maintain strong partnerships with external agencies to secure coordinated support for pupils and families and ensure alignment with local authority priorities.
- Regularly evaluate the effectiveness of safeguarding culture and practice through audits, pupil and staff voice activities, and governance oversight, driving continuous improvement.

Behaviour Leadership

- Promote and embed positive behaviour practices through consistent, restorative approaches across all phases of the school, working closely with the HoS.

- Monitor and analyse behaviour data and trends to inform strategic planning, targeted interventions, and staff support.
- Oversee the development, implementation, and review of individual behaviour plans and risk assessments for pupils requiring additional support.
- Support staff in maintaining high expectations and consistent behaviour management practices across the school.

Attendance and Inclusion

- Monitor and analyse attendance and punctuality data, identifying emerging concerns and barriers to attendance.
- Work collaboratively with the inclusion team, families, and external agencies to implement effective strategies that improve attendance, engagement, and pupil outcomes.
- Contribute to a culture where attendance, wellbeing, and inclusion are recognised as shared responsibilities across the school community.

Impact of the Role

This role is designed to strengthen consistency and capacity across safeguarding, behaviour, and attendance provision. It will provide enhanced support and guidance for staff, ensure robust and responsive systems are maintained, and help sustain high standards throughout the interim period while continuing to improve outcomes for pupils and families.

What We Offer:

- A welcoming, inclusive and supportive school environment
- A dedicated and experienced team committed to pupil success
- Opportunities for professional development and training
- The chance to make a real difference to the lives of children and families

For further information, please email: sarahshaw@hovejun.brighton-hove.sch.uk

Closing Date: 10th July 2026
Interview Date: tbc
Start Date: 1st September 2026

Employment under the Federated Board includes all locations/sites where both schools operate. Under this contract, you may be asked to work across different locations under the Federated Board, either temporarily or permanently.

We are proud that our school is a culturally rich and diverse place of learning, and we are keen to encourage people from diverse ethnic backgrounds to apply and join our staff team. The school has a strong focus on Equality, Diversity & Inclusion for our pupils, staff and governors and we are passionate about creating an environment where every pupil can thrive. We are also very proud that Hove Junior School is an Inclusion Quality Mark (IQM) Centre of Excellence.

Hove Learning Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All new staff will be DBS checked.