

**Job Description:** Head of Safeguarding

**Grade:** Grade15

**Responsible to:** CEO (or nominated Executive Leader)

**Job Purpose:** To provide Trust-wide strategic leadership, oversight and assurance for safeguarding and child protection across Learn Academies Trust, ensuring compliance with statutory guidance and consistently high-quality safeguarding practice across all academies.

The role focuses on strategy, auditing, professional challenge, training and escalation, rather than holding day-to-day DSL responsibility within individual schools.

## **Key Duties and Responsibilities**

### **Trust-Wide Safeguarding Leadership & Assurance**

- Act as the Trust's strategic safeguarding lead, advising Headteachers, DSLs and Executive leaders.
- Lead the review and development of Trust safeguarding policies and procedures.
- Monitor compliance with statutory guidance, including Keeping Children Safe in Education.
- Provide safeguarding assurance reports to Executive Leaders and Trustees (including Audit & Risk).

### **Quality Assurance & Improvement**

- Undertake safeguarding audits, reviews and visits across schools.
- Identify themes, risks and systemic issues; support schools to address areas for improvement.
- Provide professional challenge where safeguarding practice or culture falls below expectation.

### **Professional Support & Development**

- Lead Trust-wide DSL networks and safeguarding forums.
- Support DSLs with complex or high-risk cases (advisory role).
- Ensure changes to statutory guidance are communicated and embedded effectively.

### **Allegations & Serious Case Oversight**

- Provide advice to senior leaders on managing allegations against adults.
- Support liaison with LADO, social care and other agencies where required.
- Contribute to learning from serious incidents, reviews or inspections.

### **Training & Culture**

- Oversee safeguarding training strategy (induction, refresher and specialist training).
- Promote a strong, consistent safeguarding culture across the Trust.

## Person Specification

	Essential	Desirable	How assessed
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Safeguarding or leadership qualification.</li> <li>Evidence of safeguarding qualifications and CPD</li> </ul>	*	*	Doc App/Int/Ref
<b>Experience</b> <ul style="list-style-type: none"> <li>Significant experience of safeguarding and child protection in an education or child-centred setting.</li> <li>Experience of safeguarding audit, review or quality assurance.</li> <li>Senior safeguarding experience in education, local authority, inspection or regulated sector.</li> <li>Trust-wide or system leadership experience.</li> <li>Experience preparing reports for boards or audit committees.</li> </ul>	*	*	App/Int App/Int App/Int App/Int App/Int
<b>Knowledge</b> <ul style="list-style-type: none"> <li>Strong working knowledge of statutory safeguarding guidance.</li> <li>Ability to operate credibly with senior leaders and trustees.</li> </ul>	*		App/Int App/Int/Ref
<b>Skills/Attributes</b> <ul style="list-style-type: none"> <li>Excellent communication, judgement and professional resilience.</li> </ul>	*		App/Int
<b>Personal Qualities</b> <ul style="list-style-type: none"> <li>High levels of integrity, emotional intelligence, and resilience.</li> <li>Commitment to the values and ethos of the Trust, including a strong moral purpose centred on equity and excellence for all pupils.</li> </ul>	*		App/Int App/Int
<b>Other Requirements</b> <ul style="list-style-type: none"> <li>Ability to travel between schools within the Trust.</li> <li>Willingness to work flexibly, including outside normal hours when required.</li> </ul>	*		Int/App Int

### Key for Person Specification:

App = Application

Form Test = Test

Int-Interview

Pre-Presentation

Med = Medical Questionnaire

Doc = Documentary Evidence (E.g., Certificates)