

St Clare Catholic Multi Academy Trust

Trust Safeguarding Lead

Job Description

Salary range: SCP 47-50 (£59,262 - £64,809)

Contract type: Full-time, permanent

Reporting to: CEO St Clare CMAT

Location: Trust-wide (with regular presence across all schools within St Clare CMAT)

About St Clare Catholic Multi Academy Trust

St Clare's Trust is committed to providing an excellent Catholic education for every child, rooted in Christ's teachings and lived values. Our mission is to create a safe, nurturing, and enriching learning environment across all our schools. Safeguarding is central to our purpose, ensuring every pupil thrives, feels safe, and is protected from harm.

Purpose of the Role

The Trust Safeguarding Lead is responsible for strategic direction of Safeguarding across St Clare's Trust. They will ensure that policies, practice, culture, and compliance are exemplary and aligned with statutory requirements, Catholic values, and best practice.

The postholder provides expert leadership, professional guidance, ongoing monitoring, and robust challenge to ensure safeguarding is consistently effective in every school within the Trust.

Key Responsibilities

Strategic Leadership

- Lead, develop, and embed a Trust-wide safeguarding strategy aligned with *Keeping Children Safe in Education (KCSIE)* and wider statutory guidance.
- Advise the CEO and Trust Board on safeguarding risk, priorities, trends, and compliance.
- Shape and promote a strong safeguarding culture rooted in Catholic values, dignity, and care.
- Ensure safeguarding is central to Trust quality assurance and school improvement.

Policy, Compliance & Assurance

Through work with our DSLs Network:

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- Develop, maintain, and regularly review Trust safeguarding policies to ensure they remain compliant and effective.
- Oversee Trust-wide safeguarding audits, risk assessments, and compliance checks.
- Monitor each school's safeguarding arrangements, action plans, and single central records.
- Provide clear and timely reports to the Trust Board and its Safeguarding subcommittee.

Support & Capacity Building

- Lead our DSLs Network to share learning and work collaboratively to strengthen develop policy, practice and respond to emerging issues.
- Provide professional supervision, guidance, and support for Designated Safeguarding Leads (DSLs) across the Trust.
- Lead the DSL network in the design and delivery of high-quality safeguarding training for all staff and governors.

Casework Oversight & Escalation

- Provide expert support on high-risk or complex safeguarding cases.
- Act as a point of escalation for schools and work collaboratively with external agencies (e.g., Local Authority, Police, Health, Social Care).
- Ensure effective multi-agency working and represent the Trust in statutory safeguarding forums.

Data, Reporting & Risk Management

- Analyse Trust-wide safeguarding data to identify patterns, issues, and themes.
- Oversee the development of clear action plans in response to emerging risks.
- Ensure robust record keeping and reporting frameworks across all schools.
- Work with the CEO and Trust leaders to ensure safeguarding is integrated into Trust risk management.

Culture & Ethos

- Champion the Trust's commitment to the protection and wellbeing of all pupils.
- Promote safeguarding awareness across all staff, pupils, families, and communities.
- Ensure safeguarding practice reflects the Catholic mission of the Trust and Gospel values.

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Person Specification

Qualifications

- Degree-level qualification (essential).
- Designated Safeguarding Lead training (essential).
- Relevant professional qualification (e.g., social work, education, policing) (desirable).
- Evidence of ongoing professional learning related to safeguarding (essential).

Experience

- Significant experience in a senior safeguarding role within education, social care, or related field.
- Experience of leading safeguarding in a multi-school environment (desirable).
- Strong track record of working with external safeguarding agencies.
- Experience delivering safeguarding training to leaders and staff.
- Experience of complex case management and multi-agency processes.

Knowledge

- Expert knowledge of KCSIE, Working Together to Safeguard Children, and all relevant legislation.
- Understanding of safeguarding within a Catholic educational context (desirable).
- Strong grasp of contextual safeguarding, emerging risks, and best practice nationally.
- Knowledge of safer recruitment, online safety, and staff conduct procedures.

Skills & Attributes

- Outstanding communication and interpersonal skills.
 - Ability to influence, challenge, and support senior leaders.
 - Strong analytical and reporting skills.
 - High emotional intelligence and resilience.
 - Demonstrable commitment to Catholic ethos, safeguarding, and child protection.
 - Ability to work with discretion, confidentiality, and professional integrity.
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Safeguarding Statement

St Clare CMAT is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check and demonstrate a personal commitment to safeguarding.



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