

Role of the Safeguarding Director (Trust Board)



PURPOSE OF ROLE

The Safeguarding Director is a Trust Board Director with a specific strategic leadership responsibility for the Trust's safeguarding arrangements. This role is essential in ensuring that the Trust Board fulfils its collective duty to safeguard and promote the welfare of all children across our schools.

The Director acts as a vital link between the Trust Board and the executive leadership on safeguarding matters, ensuring the Board has effective oversight of policy and practice. This role does not involve operational, day-to-day safeguarding matters or knowledge of individual cases, which are the responsibility of the Designated Safeguarding Leads (DSLs) in each school. The ultimate responsibility for safeguarding remains with the entire Trust Board.

This strategic role is fundamental to achieving our 2030 North Star of flourishing, which commits to creating an environment where every child feels safe, valued, and inspired.

KEY RESPONSIBILITIES

A. Strategic Leadership and Culture

- **Champion a Culture of Safeguarding:** Actively promote an open, positive, and vigilant safeguarding culture across the Trust, ensuring an attitude of 'it could happen here' is maintained by all. This aligns with our commitment to creating safe environments where staff can do their best work and children can flourish.
- **Strategic Oversight:** Maintain strategic oversight to ensure the Trust has appropriate and effective systems, policies, and procedures in place to meet all statutory safeguarding duties. This includes oversight of arrangements for online safety, child-on-child abuse, safer recruitment, and responding to allegations against staff.
- **Board Engagement:** Ensure safeguarding is a standing and prominent agenda item at all Trust Board meetings. Encourage all directors to develop their understanding of their safeguarding responsibilities.
- **Reporting to the Board:** Report regularly to the Trust Board on safeguarding matters, drawing on information from the CEO, DSL reports, and audits. This enables the Board to ask challenging questions and make informed strategic decisions.

B. Policy and Compliance

- **Policy Oversight:** Ensure the Trust's Safeguarding and Child Protection Policy is reviewed annually, is compliant with the latest version of Keeping Children Safe in Education (KCSIE), and is consistently implemented across all schools.
- **Statutory Compliance:** Assure the Board that all schools are compliant with statutory guidance, including checks on the Single Central Record (SCR), safer recruitment practices, and appropriate online filtering and monitoring systems.
- **Scheme of Delegation:** Ensure the Scheme of Delegation clearly defines safeguarding responsibilities at all levels of governance, from the Trust Board to Local Academy Councils (LACs) and school leadership. The Scheme of Delegation specifies that the Trust Board is accountable for nominating the Safeguarding Lead Director and for establishing and reviewing the Safeguarding and Child Protection Policy.

C. Monitoring, Assurance, and Challenge

- **Liaison with Executive Leaders:** Build an effective relationship with the Trust Safeguarding Lead (the CEO) to provide appropriate support and strategic challenge.
- **Reviewing DSL Reports:** Receive and scrutinise termly reports and annual audits from school DSLs (via the CEO) to monitor the effectiveness of safeguarding procedures, spot trends in data, and ensure policies are working in practice.
- **Audit and Quality Assurance:** Ensure an annual external safeguarding audit is undertaken across the Trust. Scrutinise the findings and monitor the implementation of any resulting action plans to drive continuous improvement.
- **Local Governance Link:** Liaise with the nominated Safeguarding Governors on each Local Academy Council to ensure effective local monitoring and to receive termly reports, thereby strengthening the link between local oversight and Trust Board strategy.

D. Training and Professional Development

- **Governor and Director Training:** Ensure all Trust Board Directors and LAC Governors receive appropriate safeguarding training upon induction and annually thereafter, equipping them to provide strategic challenge.
- **Staff Training Assurance:** Seek assurance from the CEO that all staff and volunteers receive high-quality, up-to-date safeguarding training, including on the Staff Behaviour Policy (Code of Conduct), and have read the relevant parts of KCSIE.
- **DSL Support:** Ensure the CEO has systems in place to provide DSLs with sufficient time, funding, resources, training, and supervision to carry out their roles effectively. This aligns with our "People Strategy" to cultivate a thriving and supported workforce.

PERSON SPECIFICATION

The Safeguarding Director will:

- Have a strong commitment to the Trust's vision, values, and our unwavering commitment to child welfare.
- Read and understand the latest version of Keeping Children Safe in Education, particularly Parts One and Two, and relevant annexes.
- Be willing to undertake specific training for the role of a safeguarding link trustee/director.
- Possess strong analytical skills to effectively scrutinise reports and data.
- Have excellent communication skills to challenge executive leaders constructively and report clearly to the Board.