



## **Trust Safeguarding Lead**

**Permanent**

**Leadership Pay scale - L6-L11 £56,316 - £63,815FTE**

At QEGSMAT, we recognise that every child is unique. In celebrating their differences, we recognise what they have in common, they all deserve an education that gives them the best opportunity to succeed and prosper. This is our vision. We know that the care, encouragement and protection of families around them helps children to thrive. QEGSMAT is one such family.

The role of Trust Safeguarding Lead is to oversee the Trust's safeguarding functions ensuring they are fit for purpose and compliant with safeguarding and child protection legislation. The Trust Safeguarding Lead will be responsible for ensuring that there is effective safeguarding provision across the Trust and provide leadership, advice and guidance on safeguarding issues

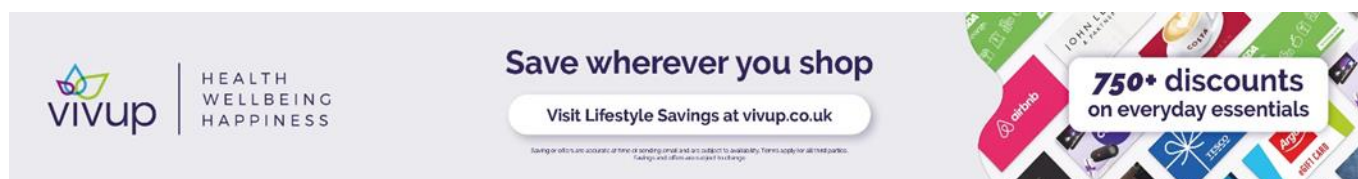
### **We are looking for someone who:**

- Puts children at the heart of everything they do;
- Is an inspiring leader with a proven track record in leading school improvement
- Is able to prioritise and delegate effectively
- Has experience in managing the performance of staff and cultivating highly motivated teams
- Is someone who recognises and rewards excellent practice
- Is a strong communicator, who is personable, caring and passionate with high expectations of themselves and others
- Is committed to their own continued professional development and providing skilled monitoring and coaching to other potential future leaders

### **Why work for us?**

- At QEGSMAT, we value the hard work and dedication of our team members, and as such we believe that progression should be a simple process. That's why we are proud to offer an Automatic Pay Review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.
- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.
- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- QEGSMAT is a recognised Disability Confident employer.

- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- Access to the Local Government Pension Scheme (LGPS) with employer contributions of 23.4% for Derbyshire support staff
- 23 days holiday rising up to 26 days after five years' service; plus an extra 4 days' leave (known as extra statutory and concessionary)
- Family-friendly policies.
- Access to Flu Vaccines.
- Opportunity to work flexibly.
- Access to 750+ discounts on everyday essentials via our benefit package with Vivup



QEGSMAT is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK.

Further information about our commitment to Safeguarding can be found -

<https://www.qegsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

If you are interested and wish to have an informal conversation to discuss the role or would like to visit the school, we would be happy to arrange this, please contact Dominic Hudson on 01335 340 830.

Further details about the Trust can be found on our website: <https://www.qegsmat.com/>

To apply for this position, please visit <https://qegsmat.face-ed.co.uk/vacancies>

**Closing date for applications:** Sunday 23<sup>rd</sup> February 2025

**Interview date:** TBC

**Salary:** Leadership Pay scale - L6-L11 £56,316 - £63,815FTE

**Potential Start date:** TBC



## **JOB DESCRIPTION**

<b>Post Title:</b>	<b>Trust Safeguarding Lead</b>
<b>Reporting to:</b>	<b>Directors of Education</b>
<b>Scale:</b>	<b>Leadership Pay scale – L6-L11 £56,316 - £63,815FTE</b>
<b>Disclosure Level:</b>	<b>Child Workforce - Enhanced, Childs Barred list</b>

### **Purpose:**

The role of Trust Safeguarding Lead is to oversee the Trust's safeguarding functions ensuring they are fit for purpose and compliant with safeguarding and child protection legislation. The Trust Safeguarding Lead will be responsible for ensuring that there is effective safeguarding provision across the Trust and provide leadership, advice and guidance on safeguarding issues.

### **The Trust Safeguarding Lead's work is primarily to:**

- Work under the direction of the Director of Safeguarding to ensure that safeguarding is embedded within the strategic priorities of the Trust.
- To ensure all academies comply with their statutory duties linked to child protection and safeguarding.
- Analyse data and engage in dialogue with school leaders and Designated Safeguarding Leads to identify and manage areas of vulnerability.
- Ensure that any required actions for improvement are swiftly and efficiently implemented, and that these actions have the required impact.
- Ensure that all academies actively promote pupil safety and wellbeing
- Ensure that vulnerable pupils across the Trust have access to a broad, balanced, and relevant curriculum that inspires, motivates, and includes them
- Ensure that all designated safeguarding leads actively promote the wellbeing and development of all pupils.
- Promote active involvement of parents and carers in safeguarding and advancing children's welfare, particularly in situations where families are experiencing difficult circumstances.
- Oversee safeguarding practices across all academies in the Trust, ensuring compliance with policies and reporting on safeguarding issues to the board of trustees.
- Coordinate and manage the development of professional knowledge and skills relating to safeguarding and the promotion of mental wellbeing, providing opportunities for all staff across the Trust to be involved in high quality continued professional development programmes.

In addition to this, the Trust Safeguarding Lead will be responsible for line managing all senior designated safeguarding leads and designated safeguarding leads across the trust.

**Job Responsibilities:**

**The Trust Safeguarding Lead will work across the Trust with pupils and their families who have been identified as vulnerable due to:**

- Social, emotional or behavioural issues
- Personal/family trauma/concerns
- Involvement with outside agencies

**Support for vulnerable families and students:**

- Support pupils and their families to overcome barriers to learning and engagement
- Undertake individual assessments with vulnerable pupils and their families as appropriate
- Work with pupils and their families who need more intensive family support to prevent escalation to social care intervention
- Provide a supportive link between families and teaching staff
- Support referral processes where needed, including MARFs
- Contribute to the health and wellbeing of pupils and their families
- Establish and maintain relationships with individual pupils and groups
- Identify and facilitate appropriate workshops/courses for individuals or groups of parents, including recognised parenting programmes
- Identify and facilitate appropriate support for pupils e.g. Kooth, Sharps, CAMHS
- Liaise with outside agencies in order to support individual children and their families
- Attend meetings, reviews, and case conferences as appropriate
- Plan and manage own workload

**Management:**

- To provide supervision for Lead Designated Safeguarding Leads/Designated Safeguarding Leads.
- Enhance and maintain a monitoring and evaluation process for My Concern entries, both within individual academies and across the entire Trust.
- Provide weekly reports to the Director of Safeguarding and CEO on current cases.
- Represent the trust at local, regional, and national level in all matters of safeguarding.
- To provide training for Lead Designated Safeguarding Leads/Designated Safeguarding Leads to ensure they work as a team, in a consistent way to keep children safe.
- Undertake safeguarding reviews and audits across all academies and areas within the Trust, ensuring the data acquired is used to develop excellent practice and reduce the risk of harm to children.
- Maintain up to date and relevant knowledge on key safeguarding matters, including Child Sexual Exploitation, Radicalisation, County Lines, Mental Health and other areas outlined in Keeping Children Safe in Education (KCSiE).

**Professional Development:**

- Maintain confidentiality and observe data protection and associated guidelines where appropriate;
- Maintain an awareness of Safeguarding Children and Child Protection;
- Understand and comply with the Trust's Health and Safety Policy in the performance of their duties and responsibilities;
- Carry out the duties of the post in compliance with the academy's Equal Opportunities Policy;
- Understand and comply with all other relevant academy policies;

- Take an active part in appraising their own work against agreed priorities, targets, professional development and supervision arrangements;
- Undertake any necessary training associated with the duties of the post;
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate
- with the grading and level of responsibilities of the post.

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties as directed by the academy leader and the leadership team.



## Person Specification - Trust Safeguarding Lead

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> <li>Professional qualifications relating to safeguarding practices</li> <li>Good honours Degree (First of second class)</li> <li>NVQ level 3 Health and Social Care or other recognised equivalent qualification</li> <li>GCSE English and Maths at Grade C or equivalent</li> <li>Designated and Senior Safeguarding Lead Training</li> </ul>		Application  Interview  Certificates
Experience	<ul style="list-style-type: none"> <li>Broad experience of working within communities supporting vulnerable families</li> <li>Experience of working with children/young people within an educational or child development context appropriate to the role</li> </ul>	<ul style="list-style-type: none"> <li>Experience of supervising other staff</li> </ul>	Application  Interview
Skills	<ul style="list-style-type: none"> <li>Knowledge and understanding of how children develop</li> <li>Sound knowledge of safeguarding and child protection legislation and how that relates to policy and practice</li> <li>Knowledge and experience of levels of support available to families and the processes needed to access support</li> <li>Able to plan and implement support programmes for families</li> <li>Good personal organisation in planning and delivering 1:1 and group support programmes</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and experience of working with children who may present challenging behaviour</li> <li>Able to demonstrate specialist skills and knowledge in supporting vulnerable families with complex needs</li> <li>Able to evaluate impact of interventions</li> </ul>	Application  Interview

	<ul style="list-style-type: none"> <li>• Able to plan and prioritise own workload and that of others</li> <li>• Good oral and written communication skills</li> <li>• Able to develop positive, trusting, supportive and appropriate relationships with pupils, families and stakeholders</li> <li>• Able to maintain appropriate records effectively</li> <li>• Able to support families in order to develop resilience</li> <li>• Able to motivate pupils to promote achievement</li> <li>• Able to work in a team and in collaborative partnerships</li> <li>• Ability to use initiative and work with minimum supervision at times</li> <li>• Able to identify, discuss and report safeguarding issues including child protection with the relevant representatives</li> <li>• A willingness to work with teaching staff to support pupils' emotional wellbeing</li> <li>• Have independent means of transport</li> </ul>	<ul style="list-style-type: none"> <li>• Able to contribute to and implement rewards and sanctions</li> <li>• Ability to use ICT programmes for data management and record keeping</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>• A positive and flexible approach, open to challenges</li> <li>• Empathy for pupils from a wide variety of social, religious and cultural backgrounds</li> <li>• Belief in the values and behaviours of the Trust</li> <li>• Evidence of continuing professional development</li> <li>• Commitment to equal opportunities and diversity in the performance of duties</li> </ul>	<ul style="list-style-type: none"> <li>• Sensitivity, flexibility and a sense of humour</li> </ul>	Application Interview