



Post Title	Trust Safeguarding Lead
School / Organisation	Avanti Schools Trust
Location	National (with regular travel to schools)
Grade	L17-L23
Hours	4 days – 30 hours per week
Contract Type	Permanent
	Year-round
Reports to	Trust Education Lead
Preferred Start Date	September 2026

MAIN PURPOSES OF THE JOB

The Trust Safeguarding Lead will provide strategic leadership for safeguarding across Avanti Schools Trust, ensuring that arrangements are robust, compliant, and consistently effective in every school.

Working alongside Trustees, the CEO, and school leaders, the postholder will lead the development and implementation of Trust-wide safeguarding strategy, policy, and systems, ensuring alignment with statutory guidance and promoting a culture where safeguarding is embedded as a core responsibility of all staff.

The role will work in partnership with school-based Designated Safeguarding Leads and senior leaders to provide expert guidance, professional challenge, and support, ensuring that safeguarding practice is consistently of a high standard across the Trust.

Through quality assurance and review of practice, the postholder will identify strengths, risks, and areas for development, driving continuous improvement and ensuring that vulnerable pupils receive timely, effective, and coordinated support.

RESPONSIBILITIES OF THE JOB

Strategic Leadership

- Provide strategic leadership for safeguarding across the Trust, establishing a clear and coherent vision for safeguarding that is aligned with statutory requirements and the Trust's wider organisational priorities.
- Lead the development, implementation, and regular review of Trust-wide safeguarding strategy, policies, and frameworks, ensuring consistency, clarity, and effectiveness across all schools.
- Establish and maintain robust systems for safeguarding assurance, enabling the Trust to identify strengths, risks, and emerging priorities, and to take timely and effective action.
- Work in partnership with Trustees, the CEO, and senior leaders to ensure strong governance and oversight of safeguarding, including the provision of accurate, timely, and evaluative reporting.
- Provide expert advice and professional challenge to school leaders and Designated Safeguarding Leads, supporting high-quality decision-making and strengthening safeguarding practice across the Trust.
- Lead the Trust's response to changes in safeguarding legislation and statutory guidance, ensuring that all schools remain fully compliant and that changes are implemented effectively and consistently.
- Promote a culture of continuous improvement, ensuring that safeguarding practice is regularly reviewed, informed by data, research, and inspection evidence, and strengthened over time.
- Champion a safeguarding culture in which the welfare of children and young people is paramount, ensuring that safeguarding is understood and enacted as a shared responsibility by all staff.



Supporting Schools

- Work in partnership with school-based Designated Safeguarding Leads and senior leaders to support the effective implementation of safeguarding policy and practice, ensuring alignment with Trust expectations.
- Provide expert advice and guidance to schools on safeguarding and child protection matters, including complex and high-risk cases, supporting robust and timely decision-making.
- Offer appropriate support and professional challenge to school leaders where safeguarding practice requires strengthening, ensuring that concerns are addressed swiftly and effectively.
- Support schools in managing safeguarding incidents, including those involving allegations against staff and low-level concerns, working in line with statutory guidance and liaising with external agencies where appropriate.
- Facilitate consistency in safeguarding practice across the Trust by promoting shared approaches, expectations, and standards.
- Support the development and confidence of Designated Safeguarding Leads and safeguarding teams through coaching, guidance, and access to best practice.
- Act as a point of escalation for safeguarding concerns where additional oversight or intervention is required, ensuring that risk is appropriately managed.
- Promote effective multi-agency working across schools, supporting engagement with local authorities, children's services, and other external partners to secure positive outcomes for children and young people.

Quality Assurance and Standards

- Establish and lead a robust Trust-wide approach to safeguarding quality assurance, including regular audits, reviews, and evaluation of safeguarding systems and practice across all schools.
- Monitor and evaluate safeguarding through the analysis of Trust, school, and national data, identifying trends, strengths, and areas of risk, and ensuring that appropriate action is taken to address any concerns.
- Provide clear, accurate, and evaluative reports on safeguarding to Trustees, the CEO, and Trust leaders, including identification of key risks, areas for development, and examples of effective practice.
- Ensure that all schools meet statutory safeguarding requirements and that policies, procedures, and practice are regularly reviewed and updated.
- Oversee the effectiveness and consistency of safeguarding systems across the Trust, including the use of safeguarding recording and monitoring platforms, ensuring that systems support high-quality practice and effective oversight.
- Provide assurance in relation to safer recruitment and the maintenance of accurate and compliant Single Central Records across all schools.
- Lead the Trust's approach to online safety, including oversight of filtering and monitoring systems, ensuring that arrangements are effective, proportionate, and meet statutory expectations.
- Ensure that school websites are compliant with statutory safeguarding requirements, including the publication of up-to-date safeguarding policies and key information.
- Support schools in preparing for safeguarding elements of inspection, ensuring that practice, systems, and documentation reflect a strong safeguarding culture and meet external scrutiny.
- Ensure that safeguarding concerns, risks, or non-compliance identified through quality assurance are escalated appropriately and addressed in a timely and effective manner.

Developing the Organisation and Self

- Lead and develop the Trust safeguarding network, enabling Designated Safeguarding Leads and safeguarding teams to collaborate, share best practice, and ensure consistency in approach across all schools.
- Design and deliver a coherent Trust-wide safeguarding training strategy, ensuring that leaders and staff are equipped with the knowledge and skills required to fulfil their statutory safeguarding responsibilities effectively.
- Establish a Trust-wide safeguarding supervision programme, providing structured opportunities for Designated Safeguarding Leads and safeguarding teams to reflect on practice, manage the emotional demands of the role, and strengthen professional decision-making.



- Build safeguarding capability across the Trust through coaching, professional development, and targeted support, particularly in areas of complexity such as contextual safeguarding, allegations management, and multi-agency working.
- Support the development of leaders at all levels to strengthen safeguarding practice, decision-making, and accountability within their respective roles.
- Engage in ongoing professional development to maintain and enhance expertise in safeguarding, leadership, and system-level improvement.

External Engagement and Brand Ambassadorship

- Develop and maintain strong professional relationships with local authorities, safeguarding partners, and external agencies, including Children’s Services and LADO teams, to support effective safeguarding practice and positive outcomes for pupils.
- Represent the Trust in external safeguarding networks and forums, contributing to sector-wide developments and ensuring the Trust remains informed of emerging priorities and best practice.
- Work collaboratively with external partners to support schools in managing complex safeguarding issues and securing appropriate support for vulnerable pupils and families.
- Promote the Trust’s commitment to safeguarding, ensuring that high standards of practice are recognised and that the Trust is positioned as a credible and responsible organisation within the sector.

Other Additional Duties

- Actively promote and safeguard the welfare of children and young people, ensuring that safeguarding responsibilities are understood and upheld at all times.
- Actively promote the Avanti ethos, including educational excellence, character formation, and spiritual insight, and demonstrate the values of the Avanti Way in all aspects of the role.
- Maintain an awareness of national and local developments in safeguarding and education, ensuring that emerging risks and changes are considered within Trust planning.
- Undertake any other duties commensurate with the nature and level of the role, as directed by the line manager or Trust leadership.

PERSON SPECIFICATION			
Criteria		Requirement	
		Essential	Desirable
1.	Significant experience of leading safeguarding and child protection in an education setting, including experience as a Designated Safeguarding Lead and operating at senior leadership level	✓	
2.	Experience of providing strategic leadership or influencing practice beyond a single school (e.g. across a Trust, partnership, or Local Authority)		✓
3.	Strong knowledge and understanding of safeguarding legislation and statutory guidance.	✓	
4.	Experience of supporting and advising on complex safeguarding cases, including multi-agency working and escalation processes	✓	
5.	Experience of designing and delivering safeguarding training or professional development	✓	
6.	Experience of leading or contributing to safeguarding quality assurance, audits, or reviews	✓	
7.	Excellent organisational skills, including a high standard of literacy and the ability to produce clear and accurate reports	✓	



8.	Experience of using data and evaluation to inform decision-making and identify trends, risks, and priorities	✓	
9.	Ability to work on own initiative, making sound decisions quickly and effectively, aligned with the Trust's values and ethos	✓	
10.	Ability to lead through influence, providing both support and professional challenge to senior leaders and safeguarding teams	✓	
11.	Excellent communication skills, with the ability to engage and influence stakeholders at all levels, both verbally and in writing	✓	
12.	Excellent organisational and time management skills, with the ability to manage multiple priorities in a fast-paced environment	✓	
13.	Strong interpersonal and stakeholder management skills, with the ability to build effective relationships with internal and external partners	✓	
14.	Ability to produce work to a high standard, with excellent accuracy and attention to detail	✓	
15.	Commitment to the safeguarding and welfare of all students	✓	

FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. Further information can be found in the *Child Protection and Safeguarding Policy* on the Avanti Schools Trust website.

<https://avanti.org.uk/wp-content/uploads/2025/09/Child-Protection-and-Safeguarding-Policy.Autumn-25-2.pdf>