

Cheshire Academies Trust

Be part of our Tribe



Trust Safeguarding Director

Recruitment Pack

May 2026



Cheshire Academies Trust

Inspiring hearts and minds

Be around the light bringers,
the magic makers, the world shifters.

**They challenge you, break you open
uplift and expand you.
They don't let you play small with your life.
These heartbeats are your people.**

**These people are your
tribe.**

Be part of our Tribe.



Welcome from the CEO

On behalf of Cheshire Academies Trust, I am delighted to extend a warm welcome to you as you consider the role of Trust Safeguarding Director.

Cheshire Academies Trust currently comprises of ten primary academies and one special school. Our schools are exceptionally strong with experienced leaders spearheading a continued drive to push the boundaries of excellence within our current primary and special settings. Our vision has been built to inspire the hearts and minds of all our staff so that our pupils can contribute to a better world. Our lens for disadvantaged and SEND allow us to see a truth about the effectiveness of our provision. It is through these that we will judge our impact, our capability, our capacity to make a difference, beyond that which may be attributed to advantage or need.

Our trust is supported by a dedicated team of educational professionals and leaders who are truly passionate about our schools. This team includes not only educational experts but also strategic and operational leaders who together foster a nurturing and ambitious environment for both our staff and pupils.

In your role as Trust Safeguarding Director, you will work closely with the Executive Team to lead our safeguarding strategy and practice across every school. Your leadership will be pivotal in ensuring that every child in our Trust is safe, that statutory requirements are met consistently, and that a culture of safeguarding is embedded at every level of the organisation.

We are seeking an experienced safeguarding leader who embodies our culture and has the ability to build strong relationships with our teams. You should possess a proven track record of safeguarding leadership, outstanding communication skills, and the ability to influence and challenge senior leaders. Sound judgement, professional integrity, and a deep understanding of child protection procedures and statutory guidance will be essential to your success in this role.

Thank you for considering a career with Cheshire Academies Trust. This is a wonderful place to learn and work and we look forward to the possibility of you bringing your expertise and enthusiasm to our team. I am very happy to discuss any aspect of the role with potential candidates. If you would like to arrange an informal discussion, please contact carolefarrell@cheshireta.co.uk

Warm regards,

A handwritten signature in black ink that reads "Steve Ellis". The signature is fluid and cursive.

Steve Ellis
CEO



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Inspiring hearts and minds

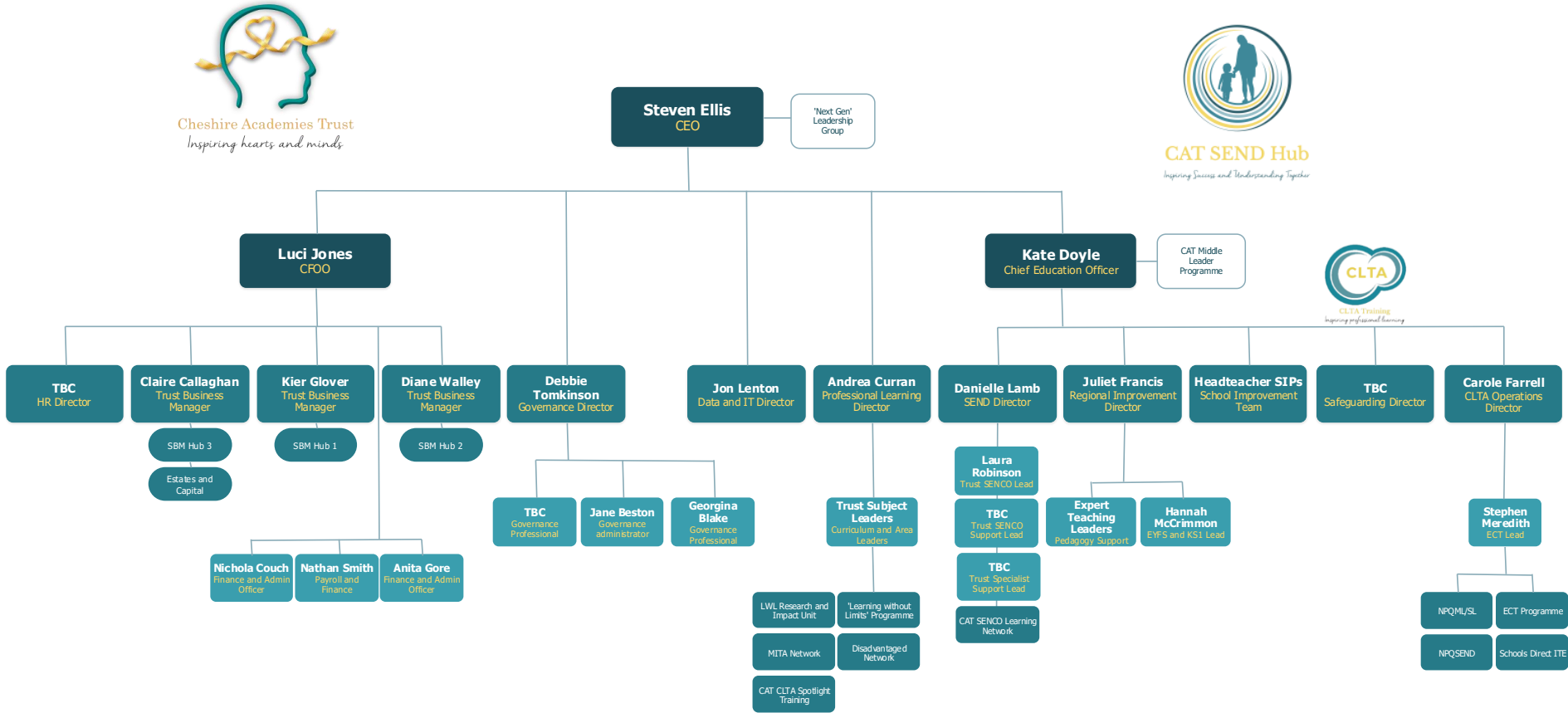


Our Schools and Teaching School (CLTA):



Our Central Team

Organisational Structure



Trust Safeguarding Director Vacancy

Cheshire Academies Trust is seeking to appoint an experienced and compassionate Trust Safeguarding Director. This pivotal role offers the opportunity to lead safeguarding across our community of schools, ensuring that every child is safe and that statutory requirements are met consistently. The successful candidate will act as the Trust's central point of safeguarding expertise, challenge, and support for school-level Designated Safeguarding Leads. This position involves working closely with the CEO, the Safeguarding Trustee, and other executive team members to embed a culture where safeguarding is everyone's responsibility and where staff feel confident to raise concerns.

Key Responsibilities:

- Strategic Leadership: Develop, review, and maintain the Trust's overarching safeguarding and child protection policy, ensuring alignment with KCSIE, Working Together, and local safeguarding partnership requirements across Cheshire, Wirral, and Liverpool.
- Compliance and Assurance: Conduct at least annual safeguarding audits in every Trust school, oversee the Single Central Record across all schools, and quality-assure safer recruitment practices Trust-wide.
- Training and Culture: Facilitate and lead termly DSL professional learning and supervision networks, ensuring designated safeguarding leads remain up to date with statutory guidance, emerging risks and best practice.
- Operational Support: Act as the first point of contact for complex safeguarding cases escalated by school-level DSLs, liaise with local authority children's services, police, health services, and local safeguarding partnerships, and manage support referrals to the DBS, TRA, and LADO as required. Provide professional supervision, challenge and support to DSLs and Headteachers in relation to complex safeguarding decision-making / Support schools with safeguarding aspects of Ofsted inspections, complaints, allegations management and serious safeguarding incidents.
- Governance and Reporting: Produce a termly safeguarding report for the Board of Trustees covering compliance, training completion, audit findings, and emerging themes; advise the CEO and Board on safeguarding matters; and support the named Safeguarding Trustee in their role.
- Lead the review and development of wider safeguarding-related policies and procedures in response to legislative and sector developments.
- Lead Trust safeguarding reviews and quality assurance activities, identifying strengths, areas for development and opportunities for improvement across schools.
- Maintain an up-to-date understanding of safeguarding legislation, emerging risks, national developments and best practice, ensuring that Trust policy and practice remain current and effective.

The Ideal Candidate Will Possess:

- A proven track record of safeguarding leadership, ideally as a Designated Safeguarding Lead or senior safeguarding professional in education, social care, or a related setting.
- A thorough understanding of child protection procedures, referral pathways, and multi-agency working, with experience ideally across more than one school or setting.
- The ability to engage, influence, and challenge individuals and teams at every level, including senior leaders.
- An absolute commitment to the safety and welfare of children, with a keen focus on our most vulnerable pupils.
- Excellent communication and interpersonal skills, with the ability to analyse data, identify trends, and produce clear written reports for governors and trustees.
- Working knowledge of KCSIE, Working Together, and relevant legislation, with the ability to translate statutory guidance into effective practice.
- Professional integrity, resilience, and sound judgement under pressure, particularly when responding to complex or sensitive cases.
- The ability to work autonomously, manage competing priorities within a part-time role, and travel flexibly across the Trust's geographical footprint.

We Offer:

- The opportunity to build an overall educational experience for pupils which is world-leading
- A supportive, committed Trust community
- An opportunity to be a key part of Cheshire Academies Trust's ambitious executive leadership team
- A culture that values and nurtures leadership, professional growth and career opportunity
- A temporary one year contract (subject to a successful 6-month probationary period) with the expectation to continue beyond this time period.
- Annual salary progression within a national pay scale (performance-related)
- Membership of the Teacher Pension Scheme
- An annual flu vaccination
- Access to our 'green schemes' including cycle to work, electric cars and white goods

Application Process:

Interested candidates are invited to speak to the CEO and School Improvement Director as well as tour some of our schools ahead of submitting an application on MyNewTerm.

Join us in shaping an ethical, courageous and innovative future at Cheshire Academies Trust.

Cheshire Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS check and satisfactory references.

Job Description

Abridged Job Purpose

Post:

Trust
Safeguarding
Director

Salary:

NJC SCP 35–
43 (Grade 10–
11)

£46,142–
£54,495 FTE
(2025-26)

0.4 FTE pro-
rata:

c.£18,500–
£21,800

Dependent on
experience

Location:

Trust central
office with travel
to all Trust
schools across
Wirral, Cheshire
and Liverpool.
Some hybrid
working by
agreement.

Reports to:

Chief
Executive
Officer (CEO)
Accountable
to the Board
of Trustees
via the
Safeguarding
Trustee

- Act as the Trust's Designated Safeguarding Director and serve as the central point of expertise, challenge, and support for school-level DSLs;
- Develop, review, and maintain the Trust's overarching safeguarding and child protection policy, ensuring alignment with KCSIE, Working Together, and local safeguarding partnership requirements;
- Advise the CEO and Board of Trustees on safeguarding matters, providing termly written reports and attending board/committee meetings as required;
- Maintain the Trust's safeguarding risk register and ensure that safeguarding is embedded within strategic planning, self-evaluation, and quality assurance frameworks, including due diligence on new schools joining the Trust;
- Conduct at least annual safeguarding audits in every Trust school using a standardised framework, and report findings to the CEO and relevant local governing body;
- Oversee the Single Central Record across all schools, and monitor and quality-assure safer recruitment practices Trust-wide;
- Act as the first point of contact for complex safeguarding cases escalated by school-level DSLs, providing guidance and direction, and lead the Trust's response to safeguarding-related Ofsted findings, serious incidents, or LADO referrals;
- Deliver or commission annual safeguarding training for all Trust staff, governors, and trustees, and facilitate a termly DSL network meeting to share practice and ensure consistency of approach;
- Produce a termly safeguarding report for the Board of Trustees covering compliance status, training completion, audit findings, and emerging themes, and support the named Safeguarding Trustee in their role;
- Liaise with local authority children's services, police, health services, and local safeguarding partnerships across Cheshire, Wirral, and Liverpool, and manage referrals to the DBS, TRA, and LADO as required;
- Take strategic responsibility for Trust-wide safeguarding-related areas as allocated by the CEO, including online safety, attendance linked to safeguarding concerns, and the Trust's approach to children missing education.



Person Specification

No.	Categories	Essential or Desirable	Assessed by:	
			App Form	Interview or Task
Qualifications				
1.	Designated Safeguarding Lead training (Level 3 or equivalent), current;	E	✓	
2.	Safer recruitment training (current);	E	✓	
3.	Relevant degree or postgraduate qualification in safeguarding, social work, education, or related field;	D	✓	
4.	CIPD, social work qualification (CQSW/DipSW), or teaching qualification (QTS);	D	✓	
Experience				
5.	Significant experience as a Designated Safeguarding Lead or senior safeguarding professional in education, social care, or a related setting;	E	✓	✓
6.	Experience of conducting safeguarding audits and managing compliance processes;	E	✓	✓
7.	Experience of delivering safeguarding training to staff and governors;	E	✓	✓
8.	Experience across more than one school, MAT, or multi-site organisation;	D	✓	✓
9.	Experience of working with Ofsted inspection frameworks in relation to safeguarding, or across multiple local authority safeguarding partnerships;	D	✓	✓
Abilities, Skills and Knowledge				
10.	Working knowledge of Keeping Children Safe in Education (KCSIE), Working Together to Safeguard Children, and relevant legislation;	E	✓	✓
11.	Thorough understanding of child protection procedures, referral pathways, and multi-agency working;	E	✓	✓
12.	Ability to analyse data, identify trends, and produce clear written reports for governors and trustees;	E	✓	✓
13.	Excellent communication and interpersonal skills, with the ability to influence and challenge senior leaders;	E	✓	✓
14.	Able to interpret complex case information and produce reports that strategically review compliance and practice;	E	✓	✓
15.	Able to develop processes that encourage consistency of safeguarding practice across schools;	E	✓	✓
16.	Able to pursue challenging and rigorous questions and probe explanations, including with senior leaders;	E	✓	✓
17.	A strong sense of personal accountability and the ability to hold others to account, including senior school leaders;	E	✓	✓
18.	Able to work accurately with attention to detail, particularly in record-keeping and statutory compliance;	E	✓	✓
19.	Able to build strong working relationships with Trust Board and CAT members, the Safeguarding Trustee, Headteachers, DSLs, and school staff at all levels;	E	✓	✓
20.	Knowledge of CPOMS or equivalent case management systems, online safety (filtering and monitoring), and the Ofsted MATSE framework;	D	✓	✓
21.	An understanding and commitment to safeguarding issues and promoting the welfare of children and young people;	E	✓	✓

Person Specification

Personal Qualities				
22.	Absolute commitment to the safety and welfare of children, with a keen focus on the most vulnerable;	E	✓	✓
23.	Professional integrity, resilience, and sound judgement under pressure, particularly when responding to complex or sensitive cases;	E	✓	✓
24.	Holds and articulates the Trust guiding principles, leads with moral purpose, ethically and with integrity;	E	✓	✓
25.	Ability to work autonomously and manage competing priorities within a part-time role;	E	✓	✓
26.	Integrity and commitment to the Nolan principles of public office; display the highest levels of integrity and probity;	E	✓	✓
27.	Personal resilience, persistence and perseverance with a positive mindset, optimistic and a good work companion at all times;	E	✓	✓
28.	Willingness to travel to Trust schools across the geographical footprint, and when necessary, work outside normal working days to meet deadlines;	E	✓	✓
29.	Have compassion and care above all things.	E	✓	✓

Candidates will be expected to outline their suitability for the role, aligned to both the job description and person specification via their letter of application. The interview process will be designed to offer candidates further opportunities to share and expand on their skills and experience. Shortlisted candidates will be required to provide evidence of their qualifications at interview and any offer of employment will be on receipt of acceptable references. The school may choose to make social media checks on shortlisted candidates, in line with Keeping Children Safe in Education 2023 (KCSiE 23) guidance.

How to apply

If you believe you are the ideal candidate for our Trust Safeguarding Director position and would like more information or to have an informal discussion with the CEO, please email Carole Farrell at carolefarrell@cheshireta.co.uk.

To apply, kindly complete the application form via the MyNewTerm website and submit it highlighting your skills, qualifications, and experience relevant to the job description and person specification. All applications will be dealt with via the online applicant tracking system.

Note that we do not accept CVs and applications that include a CV will not be considered.

Cheshire Academies Trust is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and third parties to share this commitment. The recruitment process will involve safer recruitment practices, pre-employment background checks, and is subject to the receipt of satisfactory references prior to interview. Shortlisted candidates must provide proof of qualifications at the interview. An enhanced DBS check is also required and will be conducted before final confirmation of appointment.

We welcome applications from all suitably qualified candidates. Please be advised that we are unable to provide feedback on the shortlisting process. If you do not hear from us by, please consider your application unsuccessful on this occasion.

Post Start Date:

September 2026 or earlier by negotiation.

Visits to schools:

[To be confirmed – please contact Carole Farrell to arrange]

Closing Date: Monday 6th July 12pm

Shortlisting: Tuesday 7th July

Interviews: Friday 10th July AM

We reserve the right to close advertisements early.



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