



LCT Safeguarding Lead

ROLE INFORMATION PACK

Department	Education Team
Place of work	Trust Central, 2.02-2.06 Grosvenor House, Central Park, Telford, TF2 9TW (with travel across Trust academies)
Application deadline	Monday 3 rd November, 12 noon
Enquires and applications to	recruitment@lct.education



Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



Our values



A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective collaboration.



Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.

Together, with our families, our staff and our communities, we are stronger.

At the Learning Community Trust, we are proud to lead a family of academies that spans education from early years through to post-16 within our specialist settings. We serve thousands of young people and staff across our academies and take our responsibility seriously, placing our young people, staff, and families at the heart of everything we do.

Our mission is so important to us all, we all work tirelessly to deliver an inclusive, compelling, and transformative education that empowers young people both in the classroom and beyond, preparing them for the rapidly changing world ahead. We are united by a shared vision: to develop compassionate, resilient, and inspirational individuals who are ready to thrive in an ever-changing global community.

Our eight core values: A Trust With Heart, Successful Young People, Never Leave A Child Behind, Learning For All, Thriving Community, Respect For All, Together We Are Stronger, and Coping With the Challenges of Life create our daily moral compass and guide every decision we make and every service we offer.

We believe that every young person deserves access to a rich and inspiring educational experience, one that fosters a mindset for success and importantly, prepares them to be global citizens. Across our Trust, we are proud to celebrate equality, diversity, inclusivity, and individuality, recognising that we have far more in common than that which divides us. Each of our academies is distinctive, with its own ethos and community, yet all are united in our commitment to exceptional outcomes and shared trust values.

Our success is rooted in a steadfast commitment to the professional growth and well-being of our staff. We believe that when our teams are empowered, supported, and continually developing, they create the foundation for truly exceptional learning experiences. That's why we invest in high-quality training, leadership development, and well-being initiatives that nurture both personal and professional growth. By fostering a culture of care, collaboration, and continuous improvement, we ensure that our staff feel valued, inspired, and equipped to make a lasting impact in the lives of our young people.

To ensure we remain focused and forward-thinking, we have developed a robust Five-Year Strategic Plan. This plan is more than a roadmap; it is a commitment to realising our mission and values across every academy and community we serve. Grounded in our eight core values, the plan sets out clear priorities, aligns resources,

and establishes measurable goals. It unites leaders, educators, families, and partners around a shared vision, ensuring we are prepared to meet challenges and lead with clarity, compassion, and impact.

A key strength of our organisation is our commitment to investing in the people who work within our Trust. We believe that when staff are supported to grow, our academies flourish. That's why professional development is at the heart of our offer. Every colleague, whether in teaching, leadership, support, or operations, benefits from access to CPD pathways designed to build expertise, confidence, and career progression.

No academy within our Trust stands alone. We work collaboratively to share best practice, provide targeted support, and create opportunities for staff to connect, learn, and lead. From coaching and mentoring to leadership development and subject networks, our CPD offer is designed to meet the needs of every role and every stage of a career. Our aim is simple: to empower educators to deliver exceptional outcomes for young people, while building fulfilling and sustainable careers.

We are proud of our reputation, both regionally and nationally, for strong educational outcomes and community focus. Our academies work closely together, sharing best practice across phases and settings to create thriving learning environments. We believe that Together We Are Stronger, and through collaboration, we can build a resilient, inclusive educational system where every young person can flourish.

Thank you for considering the Learning Community Trust as your partner in education. We look forward to working with you to create lasting, positive change for your school and your community.



Paul Roberts

Chief Executive Officer



Education Team

At the Learning Community Trust, safeguarding is central to the work we carry out across all academies to ensure that every child is safe, protected, and able to thrive. As a trust we provide support and guidance to Designated Safeguarding Leads (DSLs), senior leaders, and staff, ensuring that safeguarding practice across the Trust is effective, consistent, and rooted in our value of Never Leaving a Child Behind.

The safeguarding role will lead on Trust-wide policy, compliance, and culture, supporting academies to meet all statutory requirements set out in Keeping Children Safe in Education and Working Together to Safeguard Children. This includes providing training, supervision, and professional advice to DSLs, ensuring that the child's voice remains central to all safeguarding decisions and actions.

Working in close partnership with Local Authorities, Children's Services, LADO teams, police, and other regional and national agencies, we would like to continue to ensure effective communication, coordination, and early intervention for children and families at risk. The role involves supporting academies in responding to allegations, managing low-level concerns, conducting safeguarding audits, and embedding lessons learned from reviews and incidents.

The Trust Safeguarding Lead will provide strategic direction and oversight of safeguarding across all LCT academies and acts as the lead safeguarding advisor to the Trust Board.

The safeguarding role will work collaboratively with the Attendance and Welfare Team, Governance, IT, Human Resources, and Education Directors, ensuring a joined-up approach to pupil welfare and staff safeguarding practice across the Trust.

Together, this network ensures that safeguarding remains the golden thread through every aspect of academy life, ensuring that all young people in the Learning Community Trust learn, grow, and flourish in safe and nurturing environments.



The Safeguarding Lead will be joining a dynamic and experienced team of Education Directors at the heart of the Learning Community Trust. This central team plays a pivotal role in shaping and supporting educational excellence across our diverse family of academies, which span primary, secondary, special, and alternative provision settings.

Our education team is deeply embedded in the life of our schools, we pride ourselves on being hands-on, visible, and responsive. We believe in being on the ground, working shoulder-to-shoulder with staff, young people, and leaders to ensure that every young person receives the care, protection, and opportunities they deserve. We are looking for someone who shares this ethos and is committed to making a tangible difference in the lives of young people.

This role will report directly into the Education Directors and work collaboratively with staff across all our academies. It will also involve close partnership working with external agencies, including Local Authorities, Children's Services, LADO teams, police, and community organisations. These relationships are essential to ensuring effective communication, early intervention, and coordinated safeguarding responses for young people and families at risk.

Safeguarding is a golden thread that runs through everything we do at the Learning Community Trust. We are united by our commitment to ensuring that every young

person is safe, protected, and able to thrive. The Safeguarding Lead will be instrumental in driving this culture forward; providing strategic leadership, expert guidance, and assurance across the Trust. This includes supporting Designated Safeguarding Leads (DSLs), senior leaders, and staff with training, supervision, and professional advice, while ensuring that safeguarding practice remains consistent, effective, and rooted in our core value of Never Leaving a Child Behind.

Working alongside colleagues in Attendance and Welfare, Governance, HR, IT, and across the wider education team, the Safeguarding Lead will help ensure a joined-up approach to pupil welfare and staff safeguarding practice. Together, we strive to create safe, inclusive, and nurturing environments where every young person can learn, grow, and flourish.

Maddie Griffin

Director of Education



LCT Safeguarding Lead

ROLE PROFILE

Overview

We are looking for an exceptional Safeguarding Lead to join our central trust team and drive excellence in safeguarding practice across all Learning Community Trust academies.

This is a strategic and influential position - central to ensuring that our safeguarding culture remains effective, compassionate, and fully compliant with all statutory requirements, including Keeping Children Safe in Education (KCSiE) and Working Together to Safeguard Children.

The Learning Community Trust is a diverse and growing family of academies, educating young people from Early Years Foundation Stage through to post-16, across primary, secondary, special, and alternative provision settings. This diversity brings both richness and complexity to our safeguarding landscape, requiring a leader who can provide expert strategic oversight, adapt to varied contexts, and ensure that every young person, whatever their setting or circumstance, is safe, supported, and able to thrive.

The successful candidate will lead the development and delivery of the Trust's safeguarding strategy, providing expert leadership, professional guidance, and assurance to academy leaders, Designated

Safeguarding Leads (DSLs), and the Trust Board. As the Lead Designated Safeguarding Lead for the Learning Community Trust, you will play a pivotal role in shaping and embedding a culture of safeguarding excellence across all academies. You will oversee Trust-wide safeguarding audits, training, risk assessments, and responses to critical incidents, ensuring that our systems are robust, consistent, and, above all, that every decision places the child at the heart.

This role is pivotal in shaping and sustaining a culture of vigilance, respect, and care across all our academies, one that reflects our values of **A Trust With Heart** and **Together We Are Stronger**, where every young person's voice is heard, every family feels supported, and every academy community is safe, inclusive, and thriving.

The LCT Safeguarding Lead will be responsible for:

- Take overall responsibility as the Lead DSL for the Trust, championing best practice and ensuring that safeguarding remains central to every aspect of academy life.
- Ensure that all staff follow LCT safeguarding complaints policies and procedures consistently.
- Provide clear direction and leadership in managing safeguarding complaints, ensuring close and effective collaboration with HR, safeguarding leads, and relevant Directors.
- Communicate with all stakeholders using tact, diplomacy, and sensitivity, particularly in challenging or complex safeguarding contexts - demonstrating Respect for All.
- Chair and facilitate safeguarding complaints resolution meetings, ensuring that all parties - including pupils, parents/carers, and staff - are supported and that constructive, fair outcomes are achieved. This reflects Together We Are Stronger.
- Maintain clear and effective safeguarding complaints processes, providing advice and guidance to academy staff to ensure that all cases are handled with compassion, integrity, and within agreed timescales.
- Develop and maintain effective two-way communication processes within and beyond the Trust to ensure safeguarding complaints are addressed consistently and transparently.
- Oversee the effective management of safeguarding-related whistleblowing and low-level concerns, ensuring processes are transparent and staff feel confident to raise issues.
- Engage with safeguarding professionals across the Trust and external agencies to share best practice and strengthen safeguarding complaints handling.
- Ensure safeguarding complaints and concerns feed into Trust-wide training, policy development, and cultural improvements.
- Attend local and national safeguarding forums or networks as required, ensuring that the Trust is represented professionally and that learning is fed back into Trust practice.
- Work in close collaboration with the LCT Director of People and Directors of Education to embed a culture of early resolution, preventing escalation of safeguarding concerns where possible.
- Ensure feedback and learning from safeguarding complaints is used to improve safeguarding systems, staff training, and Trust-wide safeguarding practice.

Person specification

You will be an experienced safeguarding professional with substantial leadership experience as a Designated Safeguarding Lead or in an equivalent senior role. You will bring:

QUALIFICATION AND EXPERIENCE

ESSENTIAL

- Designated Safeguarding Lead (DSL) training (up to date).
- Evidence of CPD in safeguarding and child protection.
- Substantial experience as a DSL or equivalent senior safeguarding role.
- Leading safeguarding strategy and culture across in a large complex organisation.
- Managing safeguarding complaints, allegations, whistleblowing, and low-level concerns.
- Working with Ofsted, LA, Children's Services, LADO, and safeguarding partners.
- Delivering safeguarding training and CPD.
- Reporting safeguarding to governors/trustees or equivalent governance structures.

DESIRABLE

- Postgraduate qualification in education, social work, or safeguarding-related discipline.
- Safer recruitment training.
- Accredited leadership/management qualification.
- Leading safeguarding responses to critical incidents or serious case reviews.
- Developing safeguarding KPIs and risk registers.
- Involvement in regional or national safeguarding projects or policy initiatives.

SKILLS AND KNOWLEDGE

ESSENTIAL

- Expert knowledge of Keeping Children Safe in Education, Working Together, and statutory safeguarding frameworks.
- Strong understanding of safer recruitment.
- Awareness of emerging safeguarding issues (online safety, contextual safeguarding, child-on-child abuse, mental health, CSE, county lines, radicalisation).
- Knowledge of safeguarding complaint-handling processes.
- Strong leadership and people management skills
- Excellent communication and interpersonal skills
- Ability to influence senior leaders, governors, and external agencies
- Analytical and problem-solving skills; able to interpret data and identify safeguarding trends
- Resilient and decisive under pressure, including during critical incidents
- Skilled in policy/procedure development and improvement planning
- Strong organisational skills, able to manage multiple priorities

DESIRABLE

- Knowledge of safeguarding audit frameworks and self-evaluation processes.

- Familiarity with digital safeguarding systems (e.g. CPOMS, MyConcern).
- Understanding of safeguarding in academy trust governance.
- Ability to represent the Trust at regional/national safeguarding forums.
- Experience of chairing safeguarding committees or panels.

PERSONAL QUALITIES

- Commitment to the Trust's vision and values (Never Leave a Child Behind, A Trust With Heart)
- Integrity, discretion, and commitment to confidentiality
- Compassionate and empathetic approach, with professional boundaries
- Commitment to equality, diversity, and inclusion
- Determination to drive continuous improvement in safeguarding practice

Role details

Department	Education team
Main place of work	Trust Central, 2.02-2.06 Grosvenor House, Central Park, Telford, TF2 9TW
Reporting to	Education Directors
Tenure	Permanent
Hours	Full time (Including on call hours)
Working schedule	Working Weeks TBC
Salary	£65,745 - £70,307 FTE

Commitment to safeguarding

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and young people. All post holders working in regulated activity with children, are required to have an enhanced DBS check (including a check on the children's barred list).

References will be required for all shortlisted candidates, prior to interview and these will be checked following the Learning Community Trust recruitment and selection process. In line with the Statutory Guidance Keeping Children Safe in Education an online check will also be undertaken for all shortlisted candidates prior to the interview. Shortlisted candidates will also be required to complete a criminal self-disclosure declaration, posts that involve working in regulated activity are exempt from the Rehabilitation of Offenders Act, please note it is a criminal offence for individuals on the barred list for children to apply for any post working with children. For more information, please refer to The MOJ's guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975, for information about which convictions must be declared during job applications and related exceptions and further information about filtering offences can be found in the DBS filtering guide.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our commitment to safeguarding, visit lct.education and search 'Keeping Children Safe in Education' to find view the latest statutory guidance.

How to apply

Please complete our word document application form which can be downloaded from lct.education/jobs. Once completed, please email to the email address on the front of this role information pack by the deadline.

Please note that by submitting a application you agree for your personal data to be processed in line with the trust's privacy notices. Further information can be found at on the trust's website.



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For more information please visit lct.education