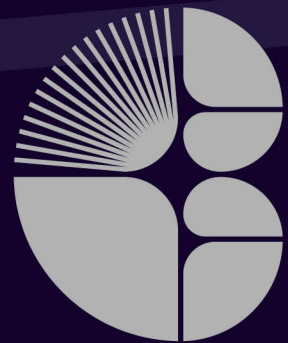


National Safeguarding & Governance Lead

September 2021



*Creative
Education
Trust*

ABOUT CREATIVE EDUCATION TRUST

Creativity is the ability to find connections between the things we know and to turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need creativity. Creativity is highly valued by employers. With knowledge, skills and creativity, every young individual is equipped for success in the knowledge economy of the 21st century.

Creative Education Trust is a non-profit educational charity recognised by the Department for Education as one of the leading multi-academy trusts in England. We support a growing network of schools to improve standards and achieve academic success.

Creative Education Trust was founded in 2010 by a group of successful professionals in the worlds of education, design, architecture, engineering and business who want to make a difference to children in industrial, post-industrial and coastal communities by providing them with an education that will enable them to flourish in the knowledge economy that is the world of the future.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT OUR SCHOOLS



Our schools provide an education that is academically rigorous and practical, inspired by the principles of creativity, innovation and enterprise. Creative Education Trust's vision for education – Knowledge Connected - is informed by the concepts of structure, pattern, meaning, performance, human interaction and practical making/doing. Drawn from the world of design, architecture and engineering which inspired the founders of Creative Education Trust, these six concepts integrate the curriculum in Creative Education Trust schools.

The Creative Education Trust schools' network currently consists of eleven secondary schools and six primary schools across the Midlands and East Anglia. All but one of these are sponsored academies. We are at the forefront nationally of improvement in academic standards, curricular innovation, the building of cultural capital for our students, and professional development for our staff.

We plan to expand the number of schools in the network to between twenty and twenty-five over the next few years. This scale will allow our schools to collaborate even more effectively and to work together to develop imaginative new ways of providing education. It will also allow us to offer diverse career paths within Creative Education Trust for our staff and to harness the skill and experience of our subject and school leaders to strengthen the rapid improvement work that we do with newly joined schools. Our aim is to continue to develop a collaborative network of like-minded and ambitious schools which wish to give the best start in life to our pupils to enable them to succeed in the 21st century.

You can find out more about Creative Education Trust, its achievements and ambitions on our website: www.creativeeducationtrust.org.uk



Creative Education Trust schools provide a knowledge-rich curriculum integrated with modern skills and creativity.

We are now a network of 17 schools across the East and West Midlands and on the East coast, educating 13,500 children and young people.

LEADERSHIP AND GOVERNANCE

Creative Education Trust is led by Marc Jordan, one of the founders, who is Chief Executive and a Board Director. Marc is a social entrepreneur with a background as a senior executive and consultant in the creative industries, culture and heritage.



GOVERNANCE

Creative Education Trust is governed by a Board of Directors chaired by David Anderson. The Board is made up of senior figures in education, business, law and the creative industries.

The Board is advised on educational matters by its sub-committee, the Education Advisory Board. This is chaired by Dr William Richardson, Honorary Visiting Professor of Education at the University of Exeter, who is also Vice-Chair of the Board.

A complete set of professional biographies of current Board Members may be found at <https://www.creativeeducationtrust.org.uk/page/?title=Board+of+Directors&pid=1007>



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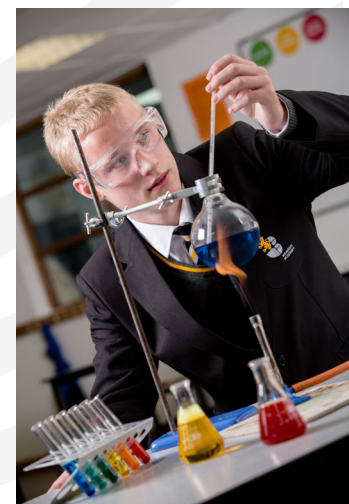
LOOKING TO THE FUTURE

This is an exciting time to join Creative Education Trust. Operating for almost a decade, we have been very successful in transforming schools with significant and deeply entrenched problems. The standard of education and the life-chances of our pupils have been greatly improved by the work done by our talented education team and experienced school leaders.

Our success has created new and interesting challenges for us going forward. We expect our schools to reach the next level of performance and to succeed on behalf of our students in the world of the new Ofsted framework.

Our exemplary work on curriculum innovation and the building of cultural capital give us strengths that will enable us to flourish in this new world. This is an opportunity for an exceptional education professional to help our Director of Education shape the next phase of the strategic development of Creative Education Trust and to lead on the successful implementation of our new education strategy to ensure that we deliver our ambitious vision for education and remain a leading provider in an increasingly pressurised schools environment.

For an informal discussion about this role, or if you have any additional queries, please contact Jason Howard, Director of Quality Assurance at Jason.howard@creativeeducationtrust.org.uk



You can find out more at:
www.creativeeducationtrust.org.uk

NATIONAL SAFEGUARDING & GOVERNANCE LEAD JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

This full-time permanent post may be home based or based at Creative Education Trust's Central office. The appointee will be expected to attend regular meetings at Creative Education Trust's head office in Holborn, Central London. In either case, most of their time is likely to be spent in all schools across the network.

SALARY

Negotiable – Commensurate with experience

REPORTING

Reporting to the Director of Quality Assurance

JOB PURPOSE

To take a senior and proactive role in the effective leadership and delivery of the Creative Education Trust Education Strategy with particular responsibility for:

- Ensuring that Creative Education Trust's Safeguarding systems and processes are compliant in relation to all legislation, national frameworks and accountability measures
- Ensuring that a culture of Safeguarding permeates the organisation
- Ensuring that our Designated Safeguarding Leads are supported and provided with quality CPD
- Ensuring that reporting structures are efficient, compliant and effective
- Taking a proactive role in ensuring the effective performance of their statutory and other duties by our Academy Councils through leading the recruitment, induction and training of Chairs and members
- Line managing an efficient and supportive clerking service for Academy Councils and providing advice to Chairs as required

You can find out more at:

www.creativeeducationtrust.org.uk

- Ensuring that our schools publish the required statutory information on school websites.
- Ensuring that schools are following the correct processes to support robust decisions on school exclusions
- Working collaboratively with senior colleagues and the Board to ensure that Creative Education Trust flourishes in a sustainable way
- Monitoring the quality of Safeguarding and Governance across all phases

KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP AND STANDARDS

- Further establish Creative Education Trust as a leader in educational excellence and success
- Develop consistent and appropriate improvement strategies for schools at different phases of development
- Work within the central education team and keep pace with change
- Monitor the performance of schools effectively and support with the development of self-evaluation frameworks
- Ensure that timely support and challenge are offered to achieve sustainable improvement in all Creative Education Trust schools and academies
- Be a confident public face for the trust and deputise for the Director of Quality Assurance where appropriate

COMPLIANCE

- Develop our Safeguarding and Governance systems to ensure compliance at all levels
- Review and update relevant policies as appropriate ensuring that statutory publication requirements are met
- Review and develop Safeguarding compliance and culture in all Creative Education Trust schools
- Ensure that Creative Education Trust is both informed by current practice, and becomes a trusted voice within it

-
- Report to the Safeguarding Committee and Creative Education Trust Board
-

LEADERSHIP AND DEVELOPMENT OF STAFF AND VOLUNTEERS

- Provide inspirational and practical leadership, challenge and support to all Designated Safeguarding Leads through our expert group
-
- Engage proactively with staff in all trust schools to ensure they understand their role in Safeguarding all children
-
- Lead on the development of high-quality Safeguarding and Governance resources and training
-
- Ensure that all Academy Council Chairs and members are aware of their duties and trained to carry them out as appropriate
-

PARTNERSHIP WORKING

- Work with Creative Education Trust principals and headteachers on the continued development of our approach to Safeguarding and Governance
-
- Develop partnerships with key stakeholders important to the success of Creative Education Trust
-

THOUGHT LEADERSHIP

- Be proactive in keeping Creative Education Trust up-to-date with the latest issues in Safeguarding and Governance
-
- Keep abreast of developments in the UK independent and state education systems, as well as internationally, and evaluate new ideas for implementation as appropriate
-
- Promote and establish Creative Education Trust at the forefront of excellence in our Safeguarding and Governance practices
-

This job description is a general outline of the job duties and responsibilities and may be amended as Creative Education Trust develops and the role and team continue to grow. The post holder may be required to undertake other duties as may reasonably be required from time to time.

You can find out more at:
www.creativeeducationtrust.org.uk

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Educated to degree level or equivalent • Enhanced DBS • Additional Safeguarding Training 	
EXPERIENCE	<ul style="list-style-type: none"> • Exceptional record of the leadership and management of Safeguarding • Experience of working in schools with vulnerable children • Experience in coaching Safeguarding professionals in the Leadership and Management of Safeguarding • Experience of creating Safeguarding audit/review tools and undertaking Safeguarding audits/reviews with a supportive approach • Experience of writing and reviewing Safeguarding policy • Experience of reporting at Board level 	<ul style="list-style-type: none"> • Experience of the oversight of Safeguarding in a MAT or Local Authority • Experience of working with MAT/LA Governance structures, compliance or training
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Knowledge of relevant legislation including DfE guidance on Safeguarding • Knowledge of the relevant issues facing schools including child protection, peer-on-peer sexual abuse, young offenders, young carers and looked after children • Knowledge of Frameworks for Inspection and of the operation of the accountability regime • Up-to-date and in-depth knowledge of current developments in education and the practical implications of these • Understanding of how organisations work and how to build and motivate effective teams • Understanding of how to function effectively as a leader in a distributed organisation 	<ul style="list-style-type: none"> • Knowledge of MAT governance and compliance strategies
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • A credible and authoritative leader who can inspire others through their achievements and personality • An excellent and persuasive communicator who can take people at all levels with them, capable of persuading others to adopt different methods and approaches if necessary • Significant personal presence and demonstrable experience in successfully building, leading and managing strategies • A practical idealist who believes that children come first, and that education is the key to human flourishing • Someone who believes in the trust's mission to put creativity at the heart of education because it is a component of personal and occupational success in the 21st century • A proven ability to think strategically and deliver operationally • Ability to establish and maintain a culture of Safeguarding and governance • A demonstrable drive and determination to deliver success • Evidence of the ability to build successful working relationships • Flexible and resilient under pressure 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A firm commitment to promoting equality and diversity for students and staff 	

SAFEGUARDING	<ul style="list-style-type: none"> • A firm commitment to supporting and promoting safeguarding and student welfare, as well as an up-to-date understanding of safeguarding requirements 	
<p>Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.</p>		