

Job Description: Trust Director of Education and Safeguarding

About the Trust

Propeller Academy Trust is a forward-thinking and dynamic educational organization dedicated to providing high-quality education to students across our network of schools. We pride ourselves on our commitment to academic excellence, innovation, and the holistic development of our students.

Leadership at Propeller Academy Trust

Propeller Academy Trust is committed to fostering inclusive and innovative leadership that places the needs of its pupils at the forefront. The Trust prioritises collaboration across its schools, empowering staff and teachers to drive positive change while supporting a culture of continuous improvement. Leadership at Propeller Academy Trust focuses on ensuring high educational standards, promoting professional development, using resources efficiently and encouraging a community-oriented approach that values diversity and inclusion. This ensures that every pupil, regardless of background or ability, is given the tools to thrive and achieve their full potential. Trust leaders emphasise teamwork and shared responsibility, ensuring that decisions are made with input from various stakeholders. With a focus on personal growth, leaders at Propeller Academy Trust are approachable and open to feedback, consistently working towards the highest standards through effective collaboration and partnerships at all levels.

Key Responsibilities: Strategic Development

- Develop and implement the Trust's education strategy, with a specific focus on improving provision and outcomes for all pupils.
- Lead the Trust in setting and achieving high standards of teaching, learning, and assessment across all schools.
- Leading Safeguarding across the Trust
- Work with the CEO and the executive team to shape the strategic direction of the Trust's education provision.

School Improvement and Quality Assurance

- Be responsible for the Trust's Schools' Improvement Plan (SIP)
- Lead the development and implementation of robust quality assurance processes, including monitoring and evaluating school performance.
- Support Headteachers and senior leaders in driving school improvement, using data-driven approaches to identify areas for development.
- Provide expert advice on SEND provision, curriculum development, and effective teaching practices to enhance student outcomes.

Leadership and Staff Development

- Support the professional development of Headteachers and senior leaders, fostering a culture of high expectations and accountability.
- Lead on talent management strategies, including the recruitment, retention, and development of high-quality staff across the trust.
- Develop leadership capacity within schools to ensure sustainable school improvement and succession planning.

Safeguarding Leadership Responsibilities

- Lead and oversee the strategic safeguarding agenda across the Trust, ensuring a robust culture of safeguarding that prioritises the safety and wellbeing of all pupils
- Provide strategic oversight of DSLs across the Trust, ensuring effective safeguarding structures are embedded in every school and are compliant with statutory guidance, including *Keeping Children Safe in Education* and *Working Together to Safeguard Children*.
- Provide **strategic challenge and support** to school leaders and local safeguarding leads through regular safeguarding reviews, audits and data analysis to monitor the effectiveness of provision
- Ensure appropriate safeguarding training is delivered across the Trust, including to trustees, governors, senior leaders and designated staff, and that records of training are monitored and maintained
- Oversee the **reporting and escalation** of serious safeguarding concerns, liaising with statutory agencies where appropriate and advising senior leaders and Trustees on managing complex safeguarding cases
- Maintain and promote a safeguarding-first culture throughout the Trust, ensuring that safeguarding is fully integrated into the Trust's educational strategy, school improvement plans and governance frameworks
- Advise the CEO and Board of Trustees on safeguarding matters, preparing regular reports and ensuring compliance with the Trust's statutory duties and accountability frameworks (including Section 175/157 duties)

SEND Strategy and Compliance

- Ensure all schools comply with national SEND policies, legislation, and best practices.
- Lead on the Trust's SEND provision, ensuring the effective deployment of resources to meet the needs of pupils with diverse needs.
- Collaborate with external agencies, parents, and carers to support the holistic development of SEND pupils.

Stakeholder Engagement and Partnership Working

- Build strong relationships with internal and external stakeholders, including parents/carers, local authorities, and educational bodies.
- Represent the Trust in meetings with Ofsted, DfE, and other regulatory bodies, advocating for high standards of SEND education.
- Develop partnerships with other educational institutions, charities, and community organisations to enhance educational opportunities.
- Act as an ambassador for the Trust, promoting its values and achievements.

Data Analysis and Reporting

- Analyse performance data to inform strategic decision-making and drive improvement.
- Report regularly to the CEO and Board of Trustees on educational performance, risks, and areas for development.
- Use evidence-based practices to inform the development of new initiatives and interventions.

Person Specification:

Essential Qualifications and Experience:

- Qualified Teacher Status (QTS) and Headteacher experience within the SEND sector.
- Proven track record of successful school improvement, particularly within the context of SEND.
- Extensive knowledge of SEND legislation, best practices, and current educational policies.
- Experience in leading and managing change in a complex, multi-site organisation.
- Extensive experience of working as a DSL

Skills and Abilities:

- Strong strategic vision and the ability to translate this into effective action.
- Excellent communication, negotiation, and influencing skills.
- Ability to analyse complex data to drive strategic decisions and improvements.
- Strong commitment to inclusive education and improving outcomes for SEND pupils.

Personal Attributes:

- Inspirational leader with high levels of integrity, resilience, and emotional intelligence.
- A collaborative approach, with the ability to build effective relationships at all levels.
- Passionate about education and committed to making a difference in the lives of SEND pupils.

Equal Opportunities: PAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This post is subject to an enhanced DBS check.

The Propeller Academy Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage, or civil partnership.

The Propeller Academy Trust and its member schools are committed to safeguarding and promoting the welfare of all children and young people according to child protection and safeguarding guidelines. We expect all staff and volunteers to share in this commitment.

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. All post holders are subject to the necessary pre-employment check, including a satisfactory Enhanced Disclosure and Barring Service (DBS) Check, including a Child/Adult's Barred List check (where applicable to the role in question). Additionally, shortlisted candidates will be subject to online searches for publicly available information.