

**Director of Safeguarding, Behaviour
and Compliance**

Recruitment Pack

Full Time and Permanent from 1st September 2026

Pay scale: L15 – 20

#BeTheBestYouCanBe

Welcome From the CEO

Thank you for your interest in joining the team at Victoria Academies Trust.

I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have eleven schools open; ten mainstream and one special school.

Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils, families and colleagues. We want to inspire our young people to achieve more than they imagine possible, and having the right people in every role across our schools is an important part of making our vision become reality.

We have a strong board of Trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the future. This ensures that our schools are on a continual journey to the be best they can be. We currently educate over 3200 pupils across the primary age range, and employ over 500 colleagues across our schools and in our Trust Central Team.

We may be eleven schools, but our vision and values run through our Trust and we truly as a family, united in our ambition for our people 'To Be The Best They Can Be'.

The opportunity:

We are looking to recruit a permanent, full time Director of Safeguarding, Behaviour and Compliance, from 1st September 2026.

Full downloadable recruitment forms can be found on our website at [Job Vacancies \(victoriaacademiestrust.org\)](https://victoriaacademiestrust.org)

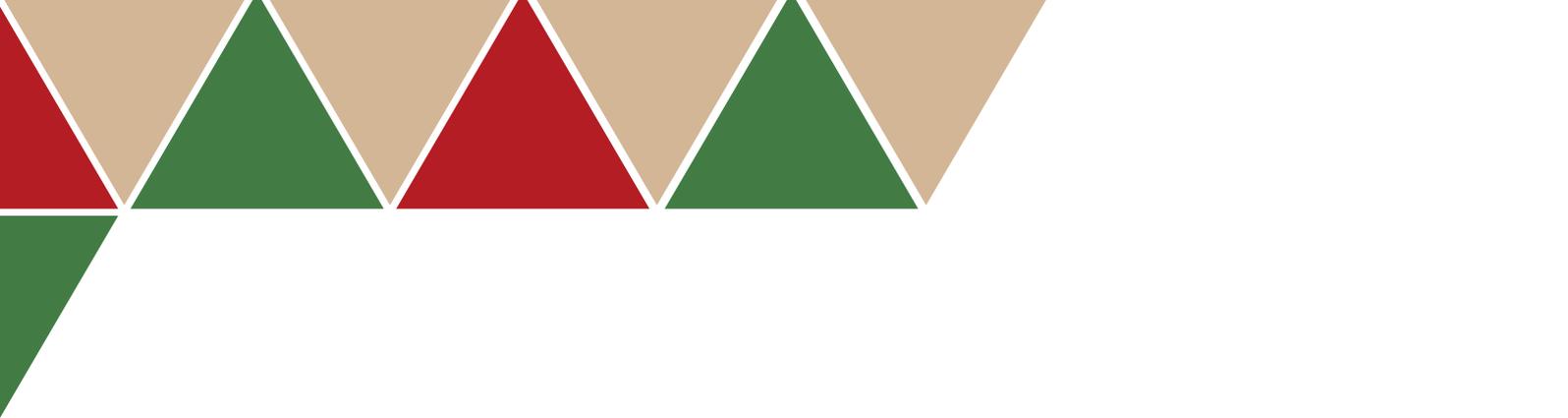
We are committed to flexible working and are happy to have discussions with prospective candidates.



Sharron Philpot

CEO

Victoria Academies Trust



About Us

Our

Mission

Our mission is our reason for being - it is simply: to make our people the best they can be.

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our

Vision

Our vision is the picture we paint, the future we want to create, based on our mission.

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.

Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



Curiosity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

What we can offer you

Joining the Victoria Academies Trust means becoming part of a vibrant and dedicated community that is committed to ensuring colleagues are supported 'To Be They Best They Can Be'

This is what we can offer you:



Competitive Pay Scales

- **Transparent Salary Framework:** We offer clear and transparent pay scales, aligned to government recommended pay, that reflect your experience and expertise.
- **Annual Pay Review:** Commitment to regular reviews to ensure our salaries remain aligned to government recommended scales for teaching and non-teaching staff.



Generous Pension Scheme

- **Teachers' Pension Scheme:** Benefit from one of the most generous pension schemes in the UK.
- **Local Government Pension Scheme:** Our support staff are enrolled in the LGPS, which is a secure and flexible pension plan that provides a valuable package of retirement and death in service benefits
- **Employer Contributions:** We make significant employer contributions to your pension, helping you plan for the future with confidence.



Professional Development

- **Tailored Growth:** Benefit from our bespoke professional development programmes, designed to help you reach your career goals.
- Access to over 100 tailored CPD courses through a mix of flexible webinars and online or face to face opportunities
- Opportunities to network with likeminded individuals- through networks, meetings and our annual Whole Trust Conference.
- **Leadership Opportunities:** With a clear pathway for progression, you have the chance to advance into leadership roles within our trust - teaching and non-teaching



Well-being and Support

- **Work-Life Balance:** We support a healthy work-life balance with flexible working options and a commitment to you through our Flexible Working Policy and People Strategy
- **Health and Wellness:** Access to our comprehensive wellbeing and benefits scheme which includes counselling services, access to Doctor, Nurse and Physio support, online wellbeing, nutrition and exercise sessions, discounts on gym membership, cycle to work scheme and lifestyle voucher scheme
- Paid expenses in line with HMRC guidance – and access to free parking on site at our schools
- **Dedicated technology** – To enable you to fulfil your role effectively
- Dedicated shared working spaces allowing colleagues to collaborate and work in way that suits them
- Generous holiday allowance – many of our roles are term time only contracts



Community and Culture

- **Collaborative Environment:** Thrive in our culture of teamwork and support, where ideas are shared and successes celebrated.
- **Community Impact:** Make a real difference in our local communities through various outreach and engagement activities and events

We are proud to offer a fantastic and supportive working environment where our passion for inspiring our children to achieve more than they imagine possible is at the heart of everything we do.

If you're ready to make a significant impact and grow with us, we would love to welcome you to our team

Our Schools, Our Journey



2012

Victoria Park
Primary becomes
Victoria Park
Academy



2014

Victoria
Academies Trust
founded



2014

Rowley Park
Academy,
Staffordshire join
as first sponsor
school



2014

Devonshire
Infant and Junior
Academies,
Sandwell join as
converter



2017

Birchen Coppice
Academy,
Worcestershire
join as a sponsor
academy



2016

Fibbersley Park
Academy, Walsall
join as a sponsor
academy



2015

Northfield
Manor Academy,
Birmingham join
as a converter
academy



2018

Foley Park
Academy,
Worcestershire
join as a converter
academy



2019

Poppyfield
Academy,
Staffordshire
opens as our first
Free School



2022

Elm Tree
Academy,
Sandwell opens
as our first SEND
Free School



2025

Whitehall
Nursery & Infant
Academy join as
converter school
2025



Role Overview

Victoria Academies Trust is a family of eleven schools united by a shared commitment to powerful, immersive and creative learning. Since our formation, we have worked collaboratively to ensure every child across our Trust experiences an exceptional education that nurtures curiosity, ambition and success.

We are seeking to appoint an inspirational **Director of Safeguarding, Behaviour and Compliance**, to work across all Trust schools. This is a strategic leadership role, central to shaping the next stage of our educational vision and supporting leaders and teachers to deliver consistently high-quality provision.

We welcome applications from experienced school leaders with a proven track record of driving improvement, developing others, and securing excellent outcomes for children.

We are looking for a leader who is:

- A strategic thinker with the passion, drive and expertise to influence and enhance safeguarding, behaviour and compliance across multiple schools
- Deeply committed to ensuring the highest possible outcomes and opportunities for every child, regardless of starting point
- Energetic, positive and able to inspire, challenge and support colleagues at all levels
- Skilled at building strong professional relationships and leading collaborative work across diverse school settings
- Willing to go the extra mile to secure excellence and champion innovation across the Trust

In return, we can offer:

- A Trust committed to professional growth, leadership development and continuous learning
- A dedicated and talented team of senior leaders and educators who share a belief in the transformative power of education
- A culture of collaboration, creativity and high ambition for pupils and staff
- The opportunity to shape and influence Trust-wide strategy and make a significant impact across all 11 schools
- Engaged, enthusiastic children who are eager to learn and benefit from the exciting learning environments across our Trust

Victoria 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.





Job Description

Responsibilities of the role

Victoria Academies Trust

Position Profile

Job title:	Director of Safeguarding, Behaviour and Compliance
Responsible to:	Executive Director of Education
Remuneration:	STPCD L 15-20
Location:	Trust Central Base or VAT School Base as agreed by DoE

Purpose of the Role

The **Director of Safeguarding, Behaviour and Compliance** is a senior Trust-wide role within the Central Services Team (Education). Reporting to the Director of Education (School Improvement, Community and Compliance), the postholder provides strategic leadership, expert guidance and rigorous quality assurance across safeguarding, behaviour and statutory compliance for all Trust schools.

The role ensures that safeguarding practice is exemplary and fully aligned with Keeping Children Safe in Education (KCSIE); that behaviour culture is strong, inclusive and consistent; and that all statutory compliance requirements—including policies, website content and staff conduct—are met to a high standard.

The postholder works closely with Headteachers, Designated Safeguarding Leads (DSLs), behaviour leads and central teams to ensure that Trust values underpin all practice and that safeguarding, behaviour and compliance contribute directly to school improvement and pupil wellbeing.

Job Description

Responsibilities of the role

Responsibilities of the Role

1. Applied Knowledge and Expertise

- Maintains expert knowledge of safeguarding legislation, KCSIE, Working Together to Safeguard Children, behaviour and exclusion guidance, and statutory compliance requirements for schools.
- Applies extensive safeguarding experience to support DSLs, strengthen practice and ensure robust systems across all schools.
- Leads safeguarding audits, case reviews and quality assurance processes, providing clear recommendations and follow-up monitoring.
- Provides expert advice on behaviour culture, behaviour policies, complex cases, risk assessments, suspensions and permanent exclusions.
- Ensures Trust-wide compliance with statutory policies, including the Staff Code of Conduct, safeguarding policies, behaviour policies and other required educational policies.
- Oversees statutory website compliance across all schools, ensuring accurate, timely and complete publication of required information
- Produces accurate, timely and high-quality reports for the Executive Director of Education, Executive Team and Trust Board.

2. Decision Making and Problem Solving

- Works with Headteachers and DSLs to evaluate safeguarding practice, behaviour culture and compliance, identifying strengths and areas for improvement.
- Supports schools to respond effectively to complex safeguarding cases, including multi-agency involvement, escalation and risk management.
- Advises on behaviour incidents, exclusions and reintegration, ensuring statutory processes are followed and decisions are well-evidenced.
- Leads on the development and review of Trust safeguarding, behaviour and compliance policies, ensuring alignment with statutory guidance and Trust values.
- Supports schools to embed consistent safeguarding and behaviour approaches while enabling local contextual flexibility.
- Contributes to Trust-wide school improvement planning by ensuring safeguarding, behaviour and compliance are integral to leadership decision-making.

Job Description

Responsibilities of the role

Victoria Academies Trust

3. Resource Management

- Works with the Director of Education and ELT to ensure safeguarding, behaviour and compliance resources are effectively allocated and represent value for money.
- Identifies opportunities for shared resources, joint training and Trust-wide efficiencies.
- Ensures schools have access to high-quality training, systems and tools to support safeguarding, behaviour and compliance.
- Supports Headteachers with staffing structures related to safeguarding and behaviour roles, including DSL capacity and pastoral staffing.

4. People Leadership and Development

- Drives a culture of high expectations in safeguarding and behaviour across all schools.
- Provides coaching, mentoring and professional development for DSLs, behaviour leads and senior leaders.
- Leads Trust-wide safeguarding and behaviour networks, ensuring collaboration, consistency and shared best practice.
- Supports schools through significant change, including behaviour culture shifts, safeguarding improvements and compliance interventions.
- Ensures all staff receive high-quality safeguarding training, annual updates and role-specific development.
- Models Trust values and promotes a positive, collaborative culture across all schools.

5. Influencing and Managing Relationships

- Builds strong, open and effective relationships with Headteachers, DSLs, behaviour leads and central teams.
- Works collaboratively with the Director of Education (People, Innovation and Inclusion) on areas of overlap, including attendance, inclusion and pastoral development.
- Represents the Trust in multi-agency safeguarding arrangements, including local authority panels, police, health and social care.
- Facilitates school-to-school collaboration to share best practice in safeguarding, behaviour and compliance.

Job Description

Responsibilities of the role

Victoria Academies Trust

6. Supporting Growth and Trust Development

- Supports due diligence processes for schools joining the Trust, including safeguarding and compliance reviews.
- Ensures new schools understand and adopt Trust safeguarding, behaviour and compliance expectations.
- Contributes to Trust growth strategy by ensuring safeguarding and compliance readiness for new provisions, including free schools.
- Supports the Director of Education in preparing safeguarding and behaviour elements of bids, applications and pre-opening documentation.

Other Responsibilities

- Upholds and promotes the vision, values and ethos of Victoria Academies Trust.
- Acts at all times in accordance with Trust policies, including Safeguarding, Code of Conduct and Health & Safety.
- Participates in appraisal, training and professional development.
- Undertakes any reasonable duties requested by the Director of Education or CEO that are commensurate with the role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from their line manager to undertake work of a similar level that is not specified in this job description

This job description is current at the date of issue, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

Director of Safeguarding, Behaviour and Compliance

Criteria	Qualities
Qualifications and training and Experience	<p>Qualifications and training</p> <p>Qualified teacher status (QTS).</p> <p>Degree-level qualification.</p> <p>Evidence of sustained professional development in safeguarding, behaviour, leadership or compliance.</p> <p>Advanced safeguarding training (Level 3 or equivalent) and up-to-date knowledge of KCSIE and Working Together to Safeguard Children.</p> <p>Training in behaviour leadership, exclusions, risk assessment and statutory compliance.</p> <p>Safer recruitment training (or willingness to undertake immediately).</p> <p>Experience</p> <p>Must have previously served as a Deputy Headteacher (DHT) or Headteacher (HT) with whole-school leadership responsibility.</p> <p>Must have held the role of Designated Safeguarding Lead (DSL) or Deputy DSL (DDSL) with significant experience managing complex safeguarding cases.</p> <p>Proven track record of improving safeguarding culture, systems and practice.</p> <p>Experience leading behaviour strategy, behaviour policy implementation and managing high-level behaviour incidents.</p> <p>Experience working with multi-agency partners including social care, police, health and Early Help.</p> <p>Experience advising senior leaders and governing bodies on safeguarding, behaviour and statutory compliance.</p> <p>Experience contributing to or leading school improvement work.</p> <p>Experience supporting or working across multiple schools (desirable).</p> <p>Experience producing high-quality reports for senior leadership, Governors/Trustees or external bodies.</p> <p>across schools and external agencies.</p>

Person Specification

Criteria	Qualities
Qualifications and training and Experience	Knowledge and Skills Expert understanding of safeguarding legislation, KCSIE, Working Together, behaviour and exclusion guidance, and statutory compliance requirements for schools. Strong understanding of behaviour culture, inclusive practice and effective behaviour systems. Ability to analyse safeguarding and behaviour data to identify trends, risks and priorities. Ability to lead audits, evaluate practice and implement improvement plans. Skilled in managing sensitive, complex and high-risk safeguarding cases. Strong communication skills, including the ability to influence, challenge and support senior leaders. Ability to produce clear, accurate and high-quality written reports. Strong organisational skills and the ability to manage competing priorities across multiple schools. Ability to coach, mentor and develop DSLs, behaviour leads and senior leaders. Ability to build strong, trusting relationships across schools and external agencies.
Personal qualities	Personal Qualities High levels of integrity, discretion and emotional resilience. Calm, professional and authoritative presence, especially in high-pressure situations. Commitment to safeguarding as the highest priority in all decision-making. Values-driven, with a strong moral purpose and commitment to inclusion. Able to challenge poor practice with clarity, confidence and sensitivity. Highly credible and able to inspire confidence in others. Collaborative, approachable and able to build strong relationships at all levels. Reflective, open to feedback and committed to continuous improvement. Able to model the Trust's values and promote a positive, supportive culture.

*Note: Due to the nature of how a multi-academy trust operates there is an expectation that all staff are willing and able to travel across the MAT (via their own car) to provide school-to-school support from time to time, as required. This means that a clean driving licence and acceptance of these terms is essential. Travel expenses will be reimbursed at the agreed rate.

Safeguarding

Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.

Equalities:

Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.

Flexible Working:

Victoria Academies Trust is committed to ensuring that all colleagues have working conditions that meet their own needs, as well as the needs of their schools and children. Details of our Flexible working policy can be found on our website: [**VAT-Flexible-Working-Policy-v1.0-.pdf \(victoriaacademiestrust.org\)**](#)



Victoria
ACADEMIES TRUST

Victoria Academies Trust

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