



The best we can be

Fylde Coast Academy Trust are appointing a School Improvement Director - Safeguarding

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- Welcome to our Trust
- Our FCAT Community
- The role: School Improvement Director - Safeguarding
- Why choose FCAT?
- Our Work and Wellbeing Charter
- How to Apply



Welcome to the Fylde Coast Academy Trust (FCAT). FCAT was established in 2012 and is one team of 10 primary, secondary and all through schools, supported by our central services and school improvement teams.

I joined FCAT as Chief Executive Officer because I fundamentally believe in the transformative power of a great education. Having worked in education for 27 years—starting as a PE teacher and serving across Manchester, Liverpool, Leeds, and Bradford—I have seen firsthand how strong, mission-driven schools can change the trajectory of a young person's life, keep their aspirations on track and build community resilience.

At FCAT, our core purpose is simple and uncompromising: we exist to ensure that every one of our children grows up with real choice that leads to a happy, successful, and positive future. We want our pupils to leave us proud of where they are from, confident in who they are, and fully equipped with the academic success and personal character needed to pursue university, a high-quality apprenticeship, or a meaningful alternative.

Achieving this requires ambition, sharp focus, and a willingness to do things differently when needed. We are moving into an exciting new era defined by clarity, high standards, and pace. We are focused on what matters most: accelerating academic outcomes, building unshakeable foundations, and broadening horizons so that our academies set the standard for coastal and regional education.

Equally important to what we do is how we work together. Strategy will not be successful if we do not consider our people, and implement with rigour. We are committed to building a trust culture rooted in high standards and genuine care:

- We operate as one trust: We show up for each other, share our collective talent where the need is greatest, and help without being asked.
- We lead with honesty and kindness: We tell the truth about how we are doing, care personally, and challenge directly.
- We protect work-life harmony: We strip away unnecessary bureaucracy, focus on what works, and remove friction so you can focus on making a difference in the classroom.

Whether you are joining an established academy or stepping up to help turn around a school in a challenging context, you will never work in isolation. You will be backed by a supportive, deeply collaborative trust family that values your expertise, invests in your professional fulfilment, and shares the load at every step.

If you are a values-driven professional inspired by the moral imperative of educational equity, who wants to work hard alongside great colleagues and make a profound, lasting impact on the young people of the Fylde Coast, we would love to welcome you to our team.

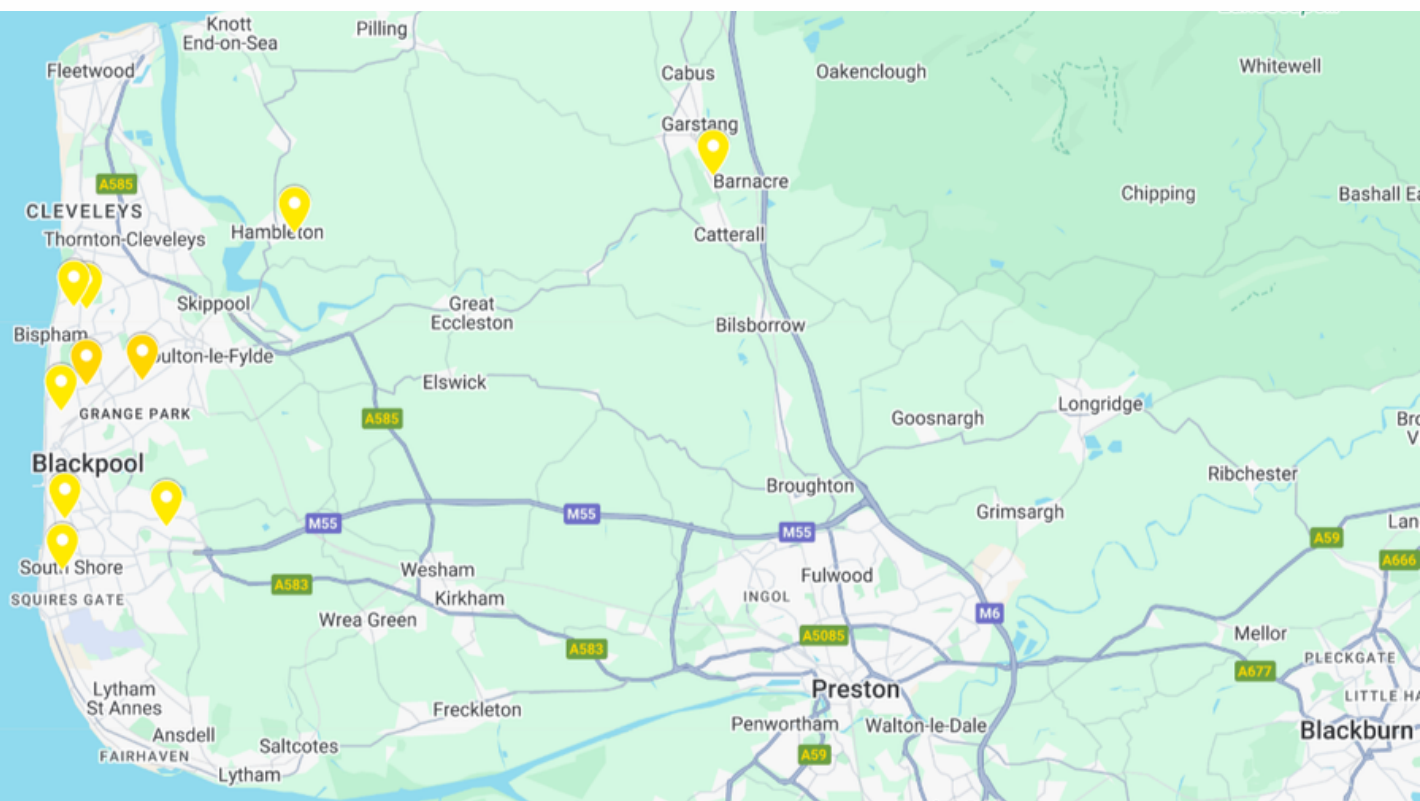
Mark Harrison, CEO

Each of our schools has its own distinct identity, though we all share common goals and priorities. This is effective because we operate with high levels of cultural autonomy and mutual accountability.

Our schools encompass a diverse range of communities. This diversity within our trust provides a rich and rewarding experience for colleagues, contributing to the success of schools serving different communities and gaining valuable insights into the varied needs and aspirations of young people across the region.

Blackpool is a vibrant and diverse town, offering a unique blend of urban and coastal living. Our trust operates several schools across the borough, each serving distinct communities. Armfield and Mereside academies are located in the south of the town. Gateway Academy, situated centrally, serves a vibrant and growing community, reflecting the town's diverse cultural tapestry. In the north of Blackpool; Aspire, Westminster, Westcliff, Unity and Montgomery academies each serve unique communities despite their proximity to each other. Garstang Community Academy serves a semi-rural area with a strong sense of local identity. Hambleton Primary Academy provides outstanding education to pupils in a more rural setting. Each school offers distinct learning environments in response to pupils' needs. We have high aspirations of young people and have developed bespoke curriculums such as the curiosity approach and compass curriculum to meet need and raise expectations.

The region boasts excellent transport links, with good road and rail connections to major cities such as Manchester and Liverpool. This makes the Fylde Coast an easily accessible and commutable location. Furthermore, the region offers a range of high-quality housing options, from charming coastal villages to modern developments, catering to diverse preferences.



A Message from the Leadership Team

Thank you for your interest in leading Safeguarding across our trust.

This is a pivotal moment for our trust. With a newly appointed Chief Executive Officer supported by an experienced team, we are entering an exciting era defined by injected energy, fresh ambition, and a unified commitment to the young people and families we serve.

Everything we do is driven by a single, powerful motivation: ensuring our children receive the transformative education they deserve, and that our communities have schools they can be truly proud of.

We exist to change lives, leading to real opportunity and a positive future. Our children are proud of where they are from, and equipped to go forward as confident, healthy individuals.

You will join our trust team of School Improvement Directors; to enable the implementation of rapid school improvement across our 10 academies.

You will be the trust-wide strategic lead for child protection and safeguarding, reporting to Trust Leadership; working alongside Trust Leaders, Headteachers, Designated Safeguarding Leads (DSLs) and Pastoral Leads to enable a strong safeguarding culture, oversee safeguarding standards, ensure full compliance with safeguarding legislation and statutory guidance (Keeping Children Safe in Education) and drive continuous improvement across all academies - to safeguard pupils.

Next Steps

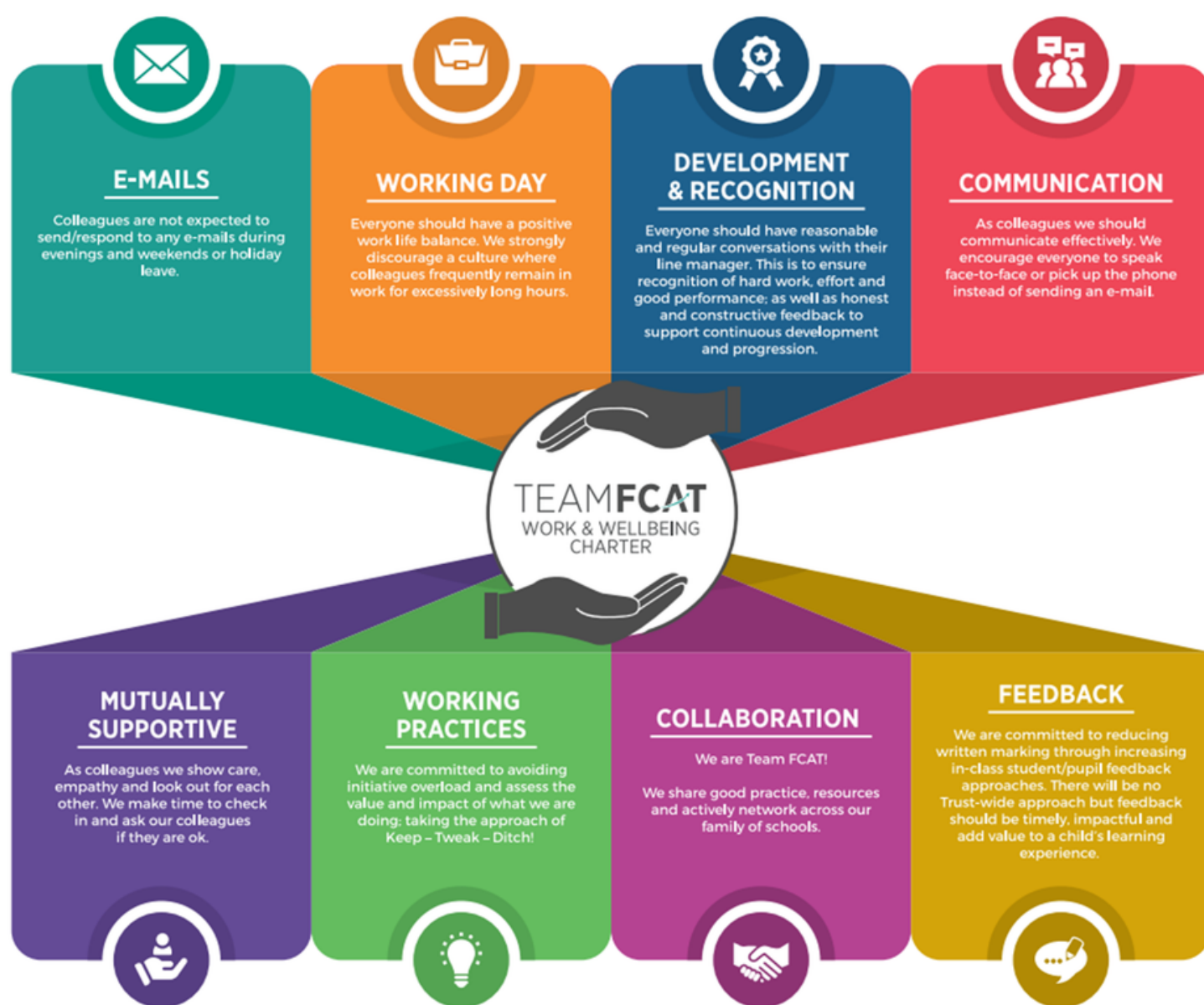
- **Explore the opportunity:** Read through this pack to review more information about the role and our trust.
- **Questions and discussion:** Please contact us using the details on the final page of this pack for an informal discussion, to ask any questions or arrange a visit.



- ✓ A supportive, friendly and welcoming team
- ✓ Leadership Development support opportunities including: leadership coaching, NPQs
- ✓ Automatic annual pay progression for all leaders and teachers
- ✓ Membership of the Teachers' Pension Scheme (TPS)
- ✓ 24/7 access to free health support services via Smartclinic including physiotherapy, online GP, counselling, CBT and much more.
- ✓ Free annual flu vaccine
- ✓ Free eye tests
- ✓ Childcare voucher scheme
- ✓ Cycle to work scheme
- ✓ 25% discount for FCAT in house Breakfast and After School Club provisions
- ✓ Supportive parental leave and flexible working schemes



Our FCAT Work and Wellbeing Charter. This was developed by colleagues to encourage and remind us to consider and support each other to improve our working practices, wellbeing and work-life balance.



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Closing date for applications is:
9.00am on Monday 5th October 2026

The assessment and interview day will take place on:
Friday 9th October 2026

For any questions regarding this vacancy, an informal discussion
or to arrange to visit please contact:
Linda Emmett, FCAT Deputy Chief Executive Officer.

@ linda.emmett@fcat.org.uk

www.fcat.org.uk

01253 207 709

The Fylde Coast Academy Trust is committed to equality of opportunity for all as well as safeguarding and promoting the welfare of all learners, staff and visitors. All staff are carefully selected using recruitment and selection procedures that comply with Keeping Children Safe in Education. Following shortlisting this may include an online search and following an offer an enhanced DBS clearance.



Salary:	Leadership Scale points 13-17
Responsible to:	Deputy Chief Executive Officer (DCEO)
Date of Job Description:	Sep 2026

Purpose of the role:

As part of our trust team of School Improvement Directors; to enable the implementation of rapid school improvement across our 10 academies.

The School Improvement Director for Safeguarding is the trust-wide strategic lead for child protection and safeguarding, reporting to Trust Leadership. The post holder will work alongside Trust Leaders, Headteachers, Designated Safeguarding Leads (DSLs) and Pastoral Leads to enable a strong safeguarding culture, oversee safeguarding standards, ensure full compliance with safeguarding legislation and statutory guidance (Keeping Children Safe in Education) and drive continuous improvement across all academies - to safeguard pupils.

Safeguarding Duties and Responsibilities

1. Lead the development, alignment and implementation of our trust safeguarding strategy; including policy, systems, processes and practices across our trust.
2. Be an expert in safeguarding, keeping knowledge and expertise up to date.
3. Proactively develop a strong safeguarding culture of vigilance and continuous improvement across our trust workforce.
4. Review and update annually our trust's Safeguarding Policy in line with legislative updates and best practice.
5. Develop and implement consistent and highly effective safeguarding systems and processes across our trust with clear roles and responsibilities; that are legally compliant and in line with Ofsted frameworks.
6. Develop and implement a quality assurance audit framework to monitor compliance and continuously improve safeguarding systems, processes and practices across our trust.
7. Conduct regular on-site visits across our academies to ensure school leaders and colleagues are implementing effective safeguarding cultures and highly effective practices.
8. Developing in conjunction with Trust Leaders, Headteachers and DSL's action plans to address any identified areas for action; to continuously improve safeguarding across our trust.
9. Provide expert advisory support to the Trustees, Trust Leadership, Headteachers, DSLs and Pastoral Leads on statutory changes, risk management and complex case management; including safeguarding-related complaints.
10. Coach and support DSL's and Pastoral Leads across schools to build capacity and develop expertise.
11. Design and deliver high-quality, continuous professional development (CPD) and specialist training for trust and academy leaders, staff, trustees and governors.
12. Support and professionally challenge school leaders where safeguarding areas for action are identified, ensuring fast resolution and sustainable improvements.

13. Oversee and audit safeguarding software (CPOMS) to monitor trust-wide trends so that trustees have oversight of their statutory responsibility and Headteachers and DSL's benefit from insight into trends to inform strategy and learn from each other.
14. Prepare and present detailed quality assurance and safeguarding compliance reports for Trustees, Trust Leaders, Headteachers, Local Governing Bodies and DSL's.
15. Lead our Trust Safeguarding QIG and work with safeguarding governors.
16. Collaborate with local authorities for Blackpool and Lancashire, Children's Social Care, the Local Authority Designated Officer (LADO), and external agencies to ensure cohesive multi-agency working.
17. Monitor the attendance of vulnerable groups across our trust through a safeguarding lens and make recommendations for action.
18. Work with Headteachers to ensure they are delivering on their responsibilities for safer recruitment in line and the maintenance of the Single Central Record.
19. Oversee the link between safeguarding and pupils' personal development to ensure schools' curriculum is responsive to the local context and pupils learn how to stay safe and how to get help if needed.

Duties and Responsibilities as a School Improvement Director

- Participate in wider team meetings.
- Contribute to the review cycle across our schools.
- Investigate and respond to complaints.
- Support with wider school improvement activities.
- Be outward looking and stay up to date with wider educational policy and trends.
- Potential deployment in our schools or on projects for focused periods.

General Duties:

- To live FCAT's mission each day - we change lives, leading to real opportunity and a positive future.
- To act in accordance with FCAT's policies and procedures.
- To adhere to FCAT's Safeguarding Policy and procedures to ensure that the duty of care for all staff, including yourself to protect children and young people is maintained.
- To ensure compliance with the General Data Protection Regulations and maintain confidentiality in your working practices each day.
- To ensure compliance with FCAT's Health and Safety Policy at all times.
- To work in support of the Team FCAT Work and Wellbeing Charter.
- To encourage and promote non-discriminatory behaviour and ensure equality and diversity is sustained within FCAT and our academies.
- Any other duties and responsibilities reasonably appropriate to this post and grade.

Personal attributes required based on Job Description (Essential requirements are those without which an applicant will not be considered for appointment)	Essential (E) or Desirable (D) Criteria
<u>Qualifications</u>	
1. Qualified to degree level	E
2. Qualified Teacher Status	E
3. Advanced DSL qualification	E
4. Relevant post-graduate qualification in education or management	D
<u>Experience</u>	
1. Working as a highly effective and successful senior leader or middle leader in a school or MAT.	E
2. Working as a DSL and dealing with complex child protection cases, LADO and multi-agency partners.	E
3. Implementing compliant and highly effective safeguarding policies, systems, processes and conducting audit and quality assurance.	E
<u>Knowledge</u>	
1. Expert knowledge and professional dedication to safeguarding legislation and statutory guidance applicable to schools and educational settings e.g. Working Together to Safeguard Children, Keeping Children Safe in Education.	E
2. Detailed knowledge of inspection frameworks relating to safeguarding.	E
3. Effective use of safeguarding software.	E
4. Strong knowledge of change management approaches.	D
<u>Skills and Abilities</u>	
1. Make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information.	E
2. High-level proactive and creative thinking to anticipate issues, address problems and pursue opportunities.	E

3.Communicate concisely and effectively to provide clarity and engage stakeholders.	E
4.Lead united and collaborative teams.	E
5.Achieve strong and positive working relationships and use influencing and negotiation skills to achieve a successful outcome.	E
6.Excellent interpersonal communication to challenge others directly because you care personally.	E
7.Effective implementation of large scale organisational change.	E
8.Work accurately and effectively under pressure.	E
9.Strategically think and plan well to achieve successful outcomes..	E
10.Emotional resilience to deal with matters calmly with respect, confidentiality and sensitivity.	E
<u>Other Attributes</u>	
1.Evidence of ongoing CPD to support your knowledge, skills and abilities.	E
2.Possess a driving licence and car to be able to travel between the different Academies within the Multi Academy Trust.	D