Safeguarding Roles and Responsibilities

Updated – January 2026

Trust Board (Governors)

- **Director of Safeguarding - Phil Bradley**
  - Leads Annual Safeguarding Assurance.
  - Oversees whole-Trust approach to safeguarding, ensuring that safeguarding and child protection mechanisms are in place to so all staff clearly understand and discharge their roles and responsibilities, and are empowered to act appropriately.
  - Acts as the designated 'case manager' in the event of an allegation of abuse made against the Chief Executive Officer.

CEO

- **Chief Executive Officer - Warren Carratt**
  - Presents Safeguarding performance reports to the Trust Board, offering insight into safeguarding activity, trends, compliance, and risk assessments across the Trust.
  - Maintains overarching accountability and monitoring of standards across the Trust, adhering to statutory safeguarding regulations and guidance; delegating responsiblity, where appropriate, to Executive Regional Directors.
  - Designated 'case manager' for senior staff' in the event that an allegation of abuse is made against a Headteacher or other Executive leader.

Executive Headteacher

- **Executive Headteacher - Sam MacDonald**
  - Promotes a whole-school culture in which safeguarding is integral to the school community and a shared responsibility for all staff.
  - Ensures that all staff understand how and when to report concerns and act in line with the systems and protocols that support safeguarding within the school.
  - Guarantees that all staff complete statutory and role-specific safeguarding training regularly.
  - Builds trust with parents/carers and stakeholders by being transparent in the sharing of safeguarding procedures within the school.
  - Act as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer.

DSL

- **Designated Safeguarding Lead - Kath Coates**
  - Holds primary responsiblity for operational safeguarding and child protection within the school, on a day-to-day basis, fullfilling all the statuory requirements of the role.
  - Fulfils all legal responsibilities associated with theDSL role, including oversight of safeguarding cases, multi-agency partnership working, and maintaining knowledge of national and local contextual risks.
  - Supported by senior leaders, being given protected time, training, resources and support they need to carry out their role effectively.

DDSL

- **Deputy Designated Safeguarding Leads - Samantha Lee & Ruby Bullock**
  - Assists the DSL in carrying out all safeguarding and child protection responsibilities across the school.
  - Undertakes safeguarding training and professional development to the same standard as the DSL, ensuring compliance and readiness to step into the lead role when required.
  - Supports the DSL in maintaining an oversight and informs decision-making to ensure timely, appropriate responses to safeguarding concerns without disruption.

All Staff

- **Whole school workforce**
  - Aware of the systems and processes that support safeguarding arrangements and reporting structures within the school.
  - Understand and know what to look for to identify children who need help or protection and understands how to respond sensitively and log concerns precisely.
  - Receive and engages proactively in appropriate safeguarding training that includes an understanding of the expectations of their role.
  - Operates with a professional curiosity mindset of "it could happen here", ensuring safeguarding concerns are never dismissed or overlooked.

Safeguarding and child protection are everyone's responsibility