

<b>WEST KIRBY RESIDENTIAL SCHOOL &amp; SEN COLLEGE</b>	
<b>Role Description: Trustee with Responsibility for Safeguarding</b>	
<b>West Kirby Residential School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</b>	
<b>Summary of the Role:</b>	To contribute to the work of the Board in ensuring high standards of achievement for all children and young people in the School by ensuring clarity of vision, ethos and strategic direction, holding executive leaders to account for the educational performance of the organisation and its pupils, the performance management of staff, and overseeing the financial performance of the School and making sure its money is well spent
<b>Responsibilities as a Trustee</b>	<p><b>Under charity law (regulated by the Charity Commission), Trustees have ultimate responsibility for directing the affairs of the School and Charity to ensure that it is solvent, well-run and delivering the charitable outcomes for which it has been set up. As a Trustee of the School and Charity, you will be responsible for ensuring:</b></p> <ul style="list-style-type: none"> <li>• A clear vision, mission and strategic direction has been set and that they are aligned with budgets, operational plans and fundraising plans;</li> <li>• Operational management processes are appropriate e.g. policies, quality and service standards, values, recruitment to senior positions;</li> <li>• Compliance with all legal and regulatory requirements;</li> <li>• All financial obligations are met and assets are managed;</li> <li>• Major risks to School are regularly identified and reviewed and that systems are in place to mitigate or minimise these risks;</li> <li>• The governance structure is appropriate to a charity of its size/complexity and reflects the diversity of its users.</li> </ul>
<b>General Responsibilities:</b>	<p><b>Contribute to the strategic discussions at Board meetings which determine:</b></p> <ul style="list-style-type: none"> <li>• the vision and ethos of the School;</li> <li>• clear and ambitious strategic priorities and targets for the School;</li> <li>• That all children have access to a broad and balanced curriculum;</li> <li>• The School's budget, including the expenditure of the pupil premium allocation;</li> </ul>

- The School's staffing structure and key staffing policies;
- The principles to be used by school leaders to set other School policies.

**Hold executive leaders to account by monitoring the School's performance; this includes:**

- Agreeing the outcomes from the School's self-evaluation and ensuring they are used to inform the priorities in the School Development Plan;
- Considering all relevant data and feedback provided on request by school leaders and external sources on all aspects of School performance;
- Asking challenging questions of School leaders, ensuring Senior leaders have arranged for the required audits to be carried out and receiving the results of those audits;
- Ensuring senior leaders have developed the required policies and procedures and the School is operating effectively according to those policies;
- Acting as Trustee with linked responsibilities on a specific issue, making relevant enquiries of the relevant staff, and reporting to the Board on the progress on the relevant School priority;
- Listening to and reporting to the School's stakeholders: pupils, parents, staff, and the wider community, including local employers.

**Ensure the School staff have the resources and support they require to do their jobs well, including the necessary expertise on business management, external advice where necessary, effective appraisal and CPD (Continuing Professional Development), and suitable premises and that the way in which those resources are used has impact.**

**When required, serve on panels of Trustees to:**

- Appoint the Principal and other senior leaders;
- Appraise the Principal;
- Set the Principal's pay and agree the pay recommendations for other staff;
- Hear the appeal stage of staff grievances and disciplinary matters;
- Hear appeals about pupil exclusions.

<p><b>Link responsibilities: Safeguarding</b></p>	<p><b>The role of the Safeguarding Trustee is key to understanding the effectiveness of safeguarding for everyone in the School. The Safeguarding Trustee should understand the requirements of safeguarding guidance and legislation, and be ‘confident in their challenge to executive leaders on strategies for monitoring and improving the behaviour and safety of pupils.</b></p> <p><b>The Safeguarding Trustee is expected to:</b></p> <ul style="list-style-type: none"> <li>• Be the lead person on the Board who understands the safeguarding requirements;</li> <li>• Support the work of the Designated Safeguarding Lead;</li> <li>• Meet regularly with the Designated Safeguarding Lead and any other relevant other staff;</li> <li>• Report back to the Board about his/her activities to inform them in order to facilitate scrutiny and impact of safeguarding; and ensure compliance with statutory duties;</li> <li>• Ensure that safeguarding deficiencies are brought to the Board’s attention;</li> <li>• Ensure that the safeguarding and child protection policy is being followed in practice; and to be involved in any policy review;</li> <li>• Report to the Board so that they can ensure resources are effectively allocated or where changes might be required;</li> <li>• Ensure that the training programme for staff reflects the needs of the School and statutory regulations;</li> <li>• Ensure that the Board are kept aware of the safeguarding risks to young people in the School;</li> <li>• Ensure that records are kept securely and in one place;</li> <li>• Ensure that there is appropriate monitoring and tracking in place for vulnerable students;</li> <li>• Ensure that there are appropriate safeguards in place for students placed with Alternative Providers;</li> <li>• Ensure that there is a consistent approach to safeguarding and child protection across the School;</li> <li>• Ensure that the curriculum for safeguarding reflects the risks for the young people in the area;</li> <li>• Ensure that safer recruitment processes are in place;</li> <li>• Ensure that the Single Central Record is compliant.</li> </ul>
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