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Strive4 Academy Trust is a Charitable Company Limited by Guarantee in England & Wales.

Registered Number: 10863245

Striving for Excellence – Shaping the Future

The Role

Role: Compliance and Risk Lead

Reporting to: Head of Operations

Location: Trust Head Office with regular travel across Trust academies

Contract: 1-year fixed term with possibility to make permanent - 24 hours per week

Commencement Date: As soon as possible

Salary: LBR Scale 8 Point 26 – 28 (£40,182 – £42,060 FTE dependent on experience)

We are recruiting for the position of Compliance and Risk Lead at Strive4 Academy Trust; an exciting opportunity within a very successful multi-academy trust.

As a Compliance and Risk Lead within Strive4 Academy Trust, you will have the opportunity to make a real difference to the future lives of our children whilst developing your own professional skills and expertise. Joining our team will offer a wealth of opportunities, including personalised career development programmes, access to well-being support programmes, social activities in and around school and the chance to become part of an ambitious and supportive network of professionals.

You will lead and coordinate compliance, risk management and organisational resilience across Strive4 Academy Trust, ensuring that all academies operate safely, legally and effectively. The Compliance & Risk Lead provides expert oversight, assurance and guidance across health & safety, premises compliance, data protection, ICT systems and statutory duties, while supporting school leaders, Trustees and Governors to meet their responsibilities with confidence.

The role works closely with the Head of Operations, providing independent oversight, challenge and assurance, while avoiding duplication of operational delivery.

Please contact us if you are:

- An energetic, enthusiastic and ambitious professional with a strong track record in compliance, risk management and regulatory assurance.
- Experienced in providing strategic oversight, professional challenge and assurance within complex or regulated environments.
- A confident and credible leader with high personal standards and a commitment to excellence.



- An excellent communicator, able to build strong relationships with senior leaders, Trustees, Governors, staff and external partners.
- Skilled in translating complex regulatory frameworks into clear, practical guidance.
- Experienced in managing a broad range of compliance, risk, governance, health & safety and data protection responsibilities.
- Approachable, collaborative and committed to working in partnership across the Trust to achieve outstanding outcomes for children and young people.

We can offer you:

- A competitive salary, along with well-being support programmes.
- An exciting career path with opportunities for further progression in the future.
- A personalised career development programme.
- Guidance and support on your journey from close collaboration with a small central team to a larger group of talented executives to share best practice and innovation.

The Responsibilities

Reporting

The Compliance & Risk Lead reports to the Head of Operations and works in close partnership with the Chief Executive Officer, Head of Finance, Heads of School, Board of Trustees and Local Governing Bodies. The role provides independent oversight, professional challenge and assurance across compliance, risk and governance, acting as a critical friend to senior leaders and governance bodies.

The postholder will work closely with the Head of Operations and senior leaders across the Trust to embed strong compliance, safety, risk and assurance frameworks that enable schools to focus on delivering outstanding education. The role will keep senior leaders fully informed of emerging risks, compliance performance and regulatory developments, providing clear reporting and strategic advice. The postholder will participate in annual performance review in line with the Trust's appraisal framework.

Role purpose in Context

The overall purpose of this post is to provide strategic leadership, oversight and assurance across compliance, risk management, organisational resilience, health & safety, data protection, premises compliance, ICT governance and statutory duties for Strive4 Academy Trust.

The Compliance & Risk Lead will support the CEO, Head of Operations, Heads of School, Trustees and Governors to ensure robust governance, regulatory compliance and risk management, enabling high-quality teaching and learning to take place in safe, well-governed and resilient school environments.

The postholder will contribute strategically to Trust-wide planning, assurance frameworks and continuous improvement, helping to shape organisational culture, operational standards and long-term sustainability.



This role will suit a highly organised, resilient and proactive professional with significant experience in compliance, risk or governance leadership, ideally within a regulated or educational setting. Strong judgement, excellent communication skills and the ability to balance strategic oversight with practical operational understanding are essential. Individuals who thrive in fast-paced, complex environments and who enjoy building strong partnerships across organisations will find this role particularly rewarding.

Key Responsibilities

Compliance, Risk and Organisational Resilience

- Maintain strategic oversight of statutory and regulatory compliance across the Trust.
- Develop, maintain and regularly review Trust-wide risk registers and mitigation plans.
- Lead business continuity planning, emergency preparedness and incident response frameworks.
- Undertake internal compliance audits and contribute to external audits and inspections.
- Support Trust and school readiness for inspection, audit and external scrutiny.

Health and Safety Leadership

- Lead Trust-wide health & safety systems, monitoring and reporting.
- Oversee accident, incident and near-miss reporting and investigation processes.
- Ensure statutory safety checks, fire safety systems, emergency procedures and training are fully compliant.
- Conduct health & safety audits and manage action plans to address identified risks.
- Work closely with school Health & Safety Coordinators and Fire Officers.

Premises, Estates and Contractor Compliance

- Provide strategic compliance oversight of school premises and estates arrangements.
- Ensure statutory premises compliance, maintenance records and audit schedules are maintained.
- Monitor facilities risk assessments, site safety, and security compliance.
- Oversee contractor management, SLAs, procurement compliance and value-for-money assurance.
- Support capital and minor works project compliance, including statutory approvals.

Data Protection and Information Governance (GDPR)

- Act as the Trust's lead officer for GDPR and data protection compliance.
- Maintain records of processing activities and oversee data governance procedures.
- Manage Subject Access Requests (SARs), Freedom of Information (FOI) requests and data breaches.
- Monitor legislative changes and ensure Trust policies and systems remain fully compliant.
- Conduct GDPR audits and compliance assurance reviews.

Systems, ICT and Information Assurance



- Maintain oversight of Trust compliance systems and data accuracy to ensure audit readiness.
- Oversee ICT compliance, disaster recovery planning and data security arrangements.
- Monitor statutory reporting requirements including GIAS and website compliance.
- Produce clear, timely compliance and risk reports for senior leaders, Trustees and Governors.

HR and Operational Compliance

- Provide compliance oversight across recruitment, safeguarding, safer recruitment and employment practices.
- Support performance management, staff wellbeing and regulatory HR compliance.
- Monitor adherence to employment legislation, Trust policies and safeguarding procedures.

Training, Guidance and Capability Building

- Design, coordinate and quality assure Trust-wide compliance and risk training programmes.
- Develop training resources and guidance to promote consistent best practice.
- Monitor training completion, identify gaps and escalate risk areas.
- Support induction and refresher training for statutory compliance areas.

Collaboration and Communication

- Work closely with Heads of School, central teams and external partners.
- Provide clear, practical guidance and professional challenge to school leaders.
- Support the Trust in communicating compliance, safety and operational standards to staff, parents and stakeholders

General Responsibilities

- Uphold safeguarding, equality and professional standards at all times.
- Commit to continuous professional development.
- Attend meetings of Trustees, Governors and senior leadership teams as required.
- Undertake any other duties appropriate to the role and level of responsibility.

Person Specification

We seek to recruit talented individuals who can not only help to build the success of our schools but also people who are engaging and passionate about everything they do.

When we recruit, we look for specific experiences and qualities. However, we also value diversity because we recognise the importance of people bringing their own backgrounds, experiences, perspectives and ideas to the school and the Trust.

Experience

Essential:



- Minimum of five years' experience in operational, compliance, risk or governance leadership at a strategic level.
- Demonstrable experience of managing statutory compliance frameworks, inspections, audits and regulatory assurance processes.
- Significant experience leading health & safety, risk management and organisational compliance systems.
- Proven ability to operate at senior leadership level, providing professional challenge, advice and assurance to executive leaders, Trustees and Governors.

Desirable:

- Experience working within education, academy trusts, local authorities or comparable public / regulated sector environments.
- Experience of managing GDPR, information governance and data protection compliance.
- Experience of leading organisational resilience, emergency planning and business continuity frameworks.
- Experience of estates, premises or facilities compliance management.

Skills and Competencies

Essential:

- Excellent leadership, interpersonal and communication skills, with the ability to influence, challenge and support senior stakeholders.
- Strong organisational and planning skills, with the ability to manage complex workloads, competing priorities and tight deadlines.
- High levels of professional integrity, discretion and confidentiality.
- Ability to interpret complex regulatory frameworks and communicate requirements clearly to non-specialists.
- Highly developed analytical and problem-solving skills.
- Calm, resilient and solution-focused approach, particularly under pressure.

Desirable:

- Experience designing and delivering training programmes.
- Strong report writing and presentation skills for senior leadership and governance audiences.

Knowledge

Essential:

- Up-to-date knowledge of statutory compliance frameworks and regulatory best practice.
- Strong understanding of health & safety legislation, risk management and premises compliance.
- Sound working knowledge of GDPR, data protection and information governance.
- High level of competence in Microsoft Office and digital compliance systems.



Desirable:

- Knowledge of the funding, regulatory and inspection framework within academy trusts.
- Knowledge of ICT compliance, cyber security and disaster recovery planning.

Personal Attributes

- Passion for continuous professional development and organisational improvement.
- High levels of personal impact, credibility and professional presence.
- Collaborative working style, with a commitment to teamwork and partnership.
- Strong ethical values and commitment to safeguarding, equality and inclusion.
- Resilient, adaptable and positive in a fast-paced, operationally demanding environment.

Desirable qualifications/experience

- Degree in a relevant field
- Professional certification (e.g. IOSH, NEBOSH)
- Safeguarding & child protection training
- Knowledge of UK education regulations
- Health & safety, fire safety, GDPR & data protection expertise

This post is subject to an enhanced DBS disclosure and the post holder must be committed to safeguarding the welfare of children.



Additional Information

On the basis that interested candidates will be keen to visit the Trust before making a formal application, you can arrange this by emailing our Recruitment Team at recruitment@strive4academy.co.uk

Please ensure you offer a range of dates when you are available in your initial email to ensure we can co-ordinate a visit that works for both you and the Trust.

Application and Selection Process

We are seeking to appoint the best possible candidate and therefore the application process will reflect this.

Suitable and interested candidates are invited to complete an application form. This can be submitted via email to recruitment@strive4academy.co.uk. If you are shortlisted, you will be asked to sign the application form upon arrival at interview.

Application Closing Date: Friday 27th February 2026 (9am)

Interview Date: Wednesday 11th March 2026

The successful candidate will be contacted as soon as possible after the interview day and an offer will be made subject to references, contract, and an enhanced DBS check.

If you have any queries on any aspect of the application process or need additional information, please contact our HR department at recruitment@strive4academy.co.uk

The Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Thank you for your interest in joining Strive4 Academy Trust.

