

The **GALLERY** TRUST

A community of special schools



Director of Clinical and Therapeutic Practices

Artemis Academy

Candidate Information Pack

Welcome from the Chief Executive Officer and the Chair of the Board of Trustees

Thank you for your interest in becoming the Director of Clinical and Therapeutic Practices at Artemis Academy. This is an exciting and truly unique opportunity to be part of the creation of a new free special school opening in Faringdon, West Oxfordshire in January 2027.

As the Director of Clinical and Therapeutic Practices at Artemis Academy, you will play a pivotal role in shaping and leading the school from its inception. Following a period of planned growth, by its fourth year, the academy will provide education for 100 students aged 2 to 18 years with Special Educational Needs and Disabilities (SEND). You will offer inspirational and strategic leadership to the entire school community, working closely with other schools within The Gallery Trust to establish Artemis Academy as a centre of excellence in special education and as a pioneer in offering a therapeutic community within a day school setting.

As the largest Special Multi Academy Trust in Oxfordshire, The Gallery Trust values powerful collaboration and knowledge sharing whilst fully celebrating the distinct ethos and individuality of our schools. The Trust is highly successful, is continuing to grow, and our latest school is purpose-built with state-of-the-art facilities to give our students the best experience of special education possible.

This is a career defining opportunity – a chance to make a lasting difference and to build an exceptional school community from the outset. If you're ready to forge something remarkable and to lead with purpose and vision, we encourage you to apply.



Chris Scrivener
Chair of Trustees



Kay Willett MBE
Chief Executive Officer



Director of Clinical and Therapeutic Practices

Full time permanent (52 week per year)

Salary Green book grades 17-18 (£68,143 to £76,205)- equivalent to NHS band 8b

Start date: September 2026

Location of role: Oxfordshire (September 2026-January 2027) Faringdon, Artemis Academy (January 2027 onwards)

The Gallery Trust, a special Multi-Academy Trust, is seeking to appoint an exceptional Director of Clinical and Therapeutic Practices to join us in a key strategic role. This is a significant post, with responsibility not only for shaping provision at our newest school, Artemis Academy, but also for leading the development of a Trust-wide model for integrated therapeutic practice. Artemis Academy, opening in January 2027, will act as a pathfinder for this approach. From September 2026 to January 2027, the role will be based across the Trust's schools, working with children, families and staff to help establish this model in practice ahead of the school's opening. We are seeking the right person to take on this pivotal leadership role and we are open to applications from a variety of backgrounds.

Artemis Academy will be a therapeutic day school for children with Social, Emotional and Mental Health (SEMH) needs and Autistic Spectrum Condition (ASC). Many of our students will have experienced Adverse Childhood Experiences (ACEs) and significant trauma, and all will have Education, Health and Care Plans (EHCPs). The school will serve pupils aged 7–18 and grow to 100 students by its fourth year. It will deliver a holistic, psychodynamic, trauma-informed model, providing a nurturing and inclusive environment where emotional literacy and wellbeing are central to all aspects of provision.

This role offers a rare opportunity to join a successful and expanding Trust as the founding Director of Clinical and Therapeutic Practices at Artemis Academy in Faringdon, Oxfordshire, while shaping the strategic direction of therapeutic provision across the wider organisation.

The successful candidate will work in close partnership with the Headteacher of Artemis Academy to ensure that a therapeutic approach underpins every aspect of the school's practice. You will play a central role in designing and implementing a high-quality, scalable model of integrated education and therapy, capable of being embedded across the Trust over time. You will lead the establishment of a multidisciplinary therapy team and a family partnership team. As a member of the Senior Leadership Team, you will contribute significantly to shaping the vision, culture and operational delivery of the school, while maintaining a clear focus on long-term system development.

A distinctive feature of this role is the opportunity to shape provision ahead of the school's opening. From September 2026, the post holder will work across the Trust community,

supporting leaders, children and families within existing schools and in home environments. This pre-opening phase offers a unique opportunity to build relationships, assess need and begin embedding the therapeutic model in practice. You will play a pivotal role in laying the foundations for both the successful launch of Artemis Academy and the development of a sustainable, high-quality model of integrated therapeutic provision across the Trust.

While Artemis Academy will be the primary base for this role following its opening, the post holder will retain a clear Trust-wide remit. During the pre-opening phase, the role will focus on system design, relationship-building and establishing core clinical frameworks across the Trust. Once the school is operational, the post holder will provide day-to-day clinical leadership within Artemis, alongside ongoing responsibility for developing and maintaining clinical governance, supporting consistency of practice, and contributing to the wider implementation of an integrated therapeutic model across the Trust.

We are looking for a confident, innovative and collaborative leader with the ambition to create a nationally recognised provision and influence therapeutic practice beyond a single setting.

You will bring excellent relational, organisational and communication skills, alongside a strong understanding of how schools operate. A flexible, open-minded approach to truly integrated education and therapy is essential. Reflective supervision will be central to staff wellbeing, and you will be confident in both your own reflective practice and in facilitating this for others. You will also lead the design and delivery of high-quality professional development for staff across the school and, over time, the wider Trust.

Experience within the education sector is important, and you will bring a clear understanding of its context and challenges. Above all, you will demonstrate a strong commitment to improving outcomes for children and young people with special educational needs and disabilities.

In return, we offer the opportunity to work within a successful, growing and secure public sector organisation, supported by a well-resourced and highly committed team.

Our benefits package includes access to high-quality continuing professional development (CPD), membership of the Local Government Pension Scheme (LGPS) and funded clinical supervision.

This post is subject to the Department for Education's Safer Recruitment processes, including satisfactory references (requested prior to interview), an Enhanced DBS check, Occupational Health clearance, verification of qualifications and confirmation of the right to work in the UK.

Benefits of working at The Gallery Trust

Career Progression

- Be a senior leader of a brand new staff team who are dedicated to achieving the best for every one of our pupils
- Participate in high quality professional development opportunities which are tailored to your needs and to your career aspirations
- Develop your career in The Gallery Trust, an expanding and successful organisation which offers opportunities for progression, secondments and collaborative working with colleagues across our schools

Financial

- Competitive salaries- in line with NHS banding
- Access to LGPS pension linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including cycle to work

Wellbeing

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Regular staff surveys to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies, which promote your wellbeing
- Free car parking and cycle storage
- 30 days annual leave per year, plus bank holidays (10 of which can be taken during term time)



Application Process

To apply for this post, please complete an application via MyNewTerm
<https://mynewterm.com/jobs/128239915/EDV-2026-AA-62764>

Application deadline: **Wednesday 20th May at 5pm**

Interviews will be held: **Wednesday 3rd and Thursday 4th June**

If you would like to enquire about the post please make contact with Laura Dennis (Head Teacher) at l.dennis@thegallerytrust.co.uk

Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria.

We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher. If you have previously worked in a school, your referees must include your most recent Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.

The GALLERY TRUST

A community of special schools

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all pupils.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

As we enter the next phase of our development and build on our many successes, we want to embrace future challenges and opportunities. The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently 7 special academies in the Trust located throughout Oxfordshire, with a further academy (Artemis Academy) scheduled to open in 2027. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.

Director of Clinical and Therapeutic Practices Job Description

Responsible to: Head Teacher (operational) Director of Education (strategic and professional)

Introduction

This job description outlines the main duties and responsibilities of the post. It is not intended to be an exhaustive list and may be reviewed and amended over time in line with the needs of the Trust, without changing the overall level of responsibility of the role.

The post holder will report operationally to the Headteacher of Artemis Academy, who will have day-to-day oversight of the role, workload and performance within the school.

In addition, the post holder will maintain a professional and strategic reporting line to the Director of Education, ensuring alignment with Trust-wide priorities, contributing to system development, and supporting the delivery of a coherent model of integrated therapeutic provision across the organisation.

The Headteacher and Director of Education will work collaboratively to ensure the post holder is effectively supported, with a manageable workload and clear priorities.

This job description will be reviewed at least annually and any changes will be subject to consultation. The Trust's grievance procedure will be used to resolve any disagreement arising from the job description.

Role Purpose

Strategic Leadership & System Development

- To provide strategic clinical leadership that contributes to the development of a Trust-wide model of integrated therapeutic provision, with Artemis Academy acting as a pathfinder.
- To work in close partnership with the Headteacher and Senior Leadership Team to shape the strategic direction, vision and culture of the school and influence wider Trust practice.
- To design, develop and lead an integrated therapy model that meets the complex needs of pupils with SEMH and ASC and can be scaled across the Trust.
- To establish and be professionally accountable for a robust clinical governance framework, ensuring all therapeutic provision is safe, effective, ethical and evidence-informed.

Clinical Leadership

- To ensure that clinical perspectives meaningfully inform educational practice, decision-making and individual pupil support at both school and Trust level.

- To establish, lead and supervise a multidisciplinary team of therapists and a family partnership team, creating a high-quality, replicable model of practice.
- To champion relational practice, emotional literacy and wellbeing as core elements of provision.
- To contribute to the development of a therapeutic, inclusive curriculum that supports pupils' holistic development.

Operational Delivery & Implementation

- To develop and embed systems for reflective practice and supervision that support staff wellbeing and professional growth.
- To contribute to the co-design and delivery of high-quality professional development for staff.
- To work collaboratively with families, carers and external agencies to support positive outcomes for pupils.
- To support the development of safe, structured and responsive environments for pupils who have experienced trauma and adversity.
- To work across the Trust's schools to ensure consistency and quality of therapeutic practice.
- To contribute to the ongoing evaluation and continuous improvement of Artemis Academy as a centre of excellence.

Key Duties and Responsibilities

Strategic Leadership & System Development

- To develop, lead and embed a whole-school therapeutic approach, contributing to a coherent Trust-wide model of practice.
- To shape the vision, values and strategic direction of the school in partnership with senior leaders.
- To ensure therapeutic practice informs school and Trust policy, practice and decision-making.
- To lead service development, ensuring the model is scalable, sustainable and evidence-informed.
- To contribute to curriculum development, ensuring therapeutic principles are embedded across provision.

Clinical Leadership & Practice

- To design and oversee a high-quality therapeutic offer for pupils.
- To maintain strategic oversight of clinical and family work ensuring consistency, quality and alignment with agreed models.
- To carry a small, specialist clinical caseload.
- To ensure high standards of assessment and intervention.

- To ensure all clinical practice and family work complies with professional and regulatory standards, including those set by the Health and Care Professions Council.

Clinical Governance, Quality & Assurance

- To establish, lead and be accountable for a comprehensive clinical governance framework across the school.
- To develop and oversee supervision structures, ensuring high-quality clinical supervision for all relevant staff.
- To ensure robust systems for risk assessment, risk management and clinical decision-making.
- To lead the development and implementation of outcome measurement frameworks.
- To establish and maintain audit, quality assurance and continuous improvement processes.
- To ensure all clinical and family work meets ethical, legal and regulatory standards.
- To ensure accurate, secure and compliant clinical record-keeping systems.

Governance, Reporting & Accountability

- To monitor and evaluate the impact of therapeutic provision on pupil outcomes.
- To prepare and present reports to the Trust Board and Local Academy Board, providing assurance on quality, safety and impact.
- To contribute to safeguarding systems, ensuring a clinically robust approach to risk and vulnerability.

Operational Leadership & Workforce Development

- To co-recruit, line manage and clinically supervise a multidisciplinary team.
- To embed a culture of reflective practice and continuous professional development.
- To identify workforce development needs and lead CPD delivery.
- To support staff to develop confidence and competence in trauma-informed and relational approaches.

Whole-School Implementation & Systems

- To develop and embed systems supporting wellbeing, behaviour and engagement.
- To work collaboratively with teaching and pastoral staff to implement effective strategies.
- To contribute to safeguarding, risk assessment and crisis response planning.
- To support the development of policies aligned with therapeutic and governance frameworks.

Partnerships & System Working

- To build strong relationships with families, carers and external professionals.

- To work collaboratively with local authorities, health services and other agencies.
- To represent the school and Trust in professional networks and contribute to wider system development.

Trust-wide Contribution

- To work across Trust schools to ensure consistency and quality of therapeutic provision.
- To contribute to Trust-wide service development and strategic initiatives.
- To support the development of a coherent Trust-wide therapeutic model.

General Responsibilities

- To uphold and actively promote the values and ethos of the Trust at all times.
- To maintain accurate, secure and compliant clinical and professional records in line with legal, ethical and organisational requirements.
- To engage in ongoing professional development and maintain relevant professional registration.
- To take responsibility for personal health, safety and wellbeing, and to contribute to the health, safety and welfare of pupils, staff and visitors, in accordance with legislation and Trust policies.
- To report any concerns, accidents or incidents in line with agreed procedures.
- To carry out any other duties commensurate with the level and responsibilities of the role, as reasonably required by the line manager.
- To promote equality, diversity and inclusion, and ensure equal opportunities for all.
- To comply with all Trust policies and procedures.
- To fulfil safeguarding responsibilities in line with the Trust's Safeguarding Policy, including reporting any concerns regarding the welfare of a child or young person to the appropriate person.
- To comply with the requirements of the General Data Protection Regulation (GDPR), ensuring that all information is managed, stored and shared appropriately and in line with Trust policy.
- To undertake travel, as required, to fulfil the duties and responsibilities of the role, including working across Trust sites and within the community.

Selection Criteria
Director of Clinical and Therapeutic Practices

Essential	Desirable
Qualifications and Professional Registration	
<ul style="list-style-type: none"> ● A recognised qualification in Child Psychotherapy / Systemic therapy/ Clinical Psychology or similar therapeutic modalities. ● Current professional registration with the Health and Care Professions Council (HCPC), and/or accreditation with a recognised psychotherapy body (e.g. ACP/UKCP/BACP), with eligibility to practice in the UK. 	<ul style="list-style-type: none"> ● Post-qualification training or accreditation relevant to leadership, service development or clinical supervision. ● Formal leadership or management qualification.
Experience	
<ul style="list-style-type: none"> ● Significant post-qualification experience working psychodynamically with children, young people and families. ● Substantial experience of working with children with complex SEMH needs and/or Autistic Spectrum Condition (ASC), including trauma, attachment difficulties and Adverse Childhood Experiences (ACEs). ● Demonstrable experience of clinical leadership, including supervision, line management and development of staff. ● Experience of delivering consultation and systemic practice within multidisciplinary and multi-agency settings. ● Proven experience of leading or contributing to service development, innovation and organisational change. ● Experience of establishing or contributing to clinical governance processes, including supervision, risk management and quality assurance. 	<ul style="list-style-type: none"> ● Experience of working within an educational or specialist school setting. ● Experience of contributing to Senior Leadership Team (SLT) work or decision-making. ● Experience of establishing or leading new services, provisions or models of practice. ● Experience of working across organisational boundaries (e.g. education, health, social care).

Professional Knowledge & Skills

- Highly developed knowledge of theory and therapeutic approaches relevant to children, young people and families (e.g. trauma-informed, attachment and systemic approaches).
 - Strong consultation and skills, with the ability to support and challenge practice at all levels, including senior leadership.
 - Excellent communication, interpersonal and organisational skills.
 - In-depth knowledge of safeguarding, risk management and clinical governance, applied at service and system level.
 - Knowledge and application of outcome measurement and evaluation, using data to inform practice and drive improvement.
- Understanding of the SEND Code of Practice and Education, Health and Care Plan (EHCP) processes.
 - Experience of contributing to curriculum development from a therapeutic perspective.
 - Experience of designing and delivering whole-staff training and CPD.
 - Experience of using outcome measures to support evaluation and quality improvement.

Leadership and Personal attributes

- Ability to operate at a strategic level, contributing to system-wide development while maintaining clinical credibility.
 - Strong leadership skills, with the ability to build, lead and develop high-performing multidisciplinary teams.
 - Demonstrable ability to design, implement and sustain high-quality clinical and organisational systems.
 - Commitment to reflective practice, clinical supervision and staff wellbeing.
 - Highly developed interpersonal skills, with the ability to build and sustain effective relationships with children, families, staff and external partners.
 - High levels of self-awareness and emotional intelligence, with a reflective and values-driven leadership style.
 - Resilience, adaptability and a solution-focused approach in complex and evolving environments.
 - Strong commitment to equality, diversity
- Experience of managing and leading a multidisciplinary team
 - Experience of managing and reporting on a budget.

and inclusion.

- Commitment to safeguarding and promoting the welfare of children and young people.
- Alignment with the ethos and values of The Gallery Trust.
- Willingness and ability to work flexibly across Trust sites and within the community, including travel as required.

Please ensure that your application demonstrates clearly how you meet the above criteria.