

WORKING AT ALETHEIA ACADEMIES TRUST

Join our Team



**For appointment of:
Director of Inclusion**



Aletheia
Academies Trust

Welcome from the CEO

Thank you for your interest in Aletheia Academies Trust



Aletheia Academies Trust is a non-profit making charity whose vision is rooted in a determination to **improve the life chances of local children**.

Since our beginning, the Trust has adopted an operational model based upon the notion of a family of schools, understanding that like any family member, each school and each community that it serves is unique. Schools are encouraged to celebrate and explore this dimension; striving to follow the highly ethical vision of Aletheia.

The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. The Trust has grown from a single academy Trust into a multi-academy Trust comprising 2 nurseries, 12 primary schools, 2 secondary schools, 2 sixth-form provisions, and now 2 all-through schools. Most recently, we proudly opened Alkerden All-Through Academy to an initial co-hort of Year 7's, with the permanent site complete with a state-of-the-art community sports facility, opening in 2026.

Steve Carey

Chief Executive Officer

Why Aletheia Trust?

At Aletheia Academies Trust, we aim to provide an inclusive nature of high-quality leadership to deliver educational excellence.

At the heart of Aletheia is the belief in educational excellence and the belief that Aletheia is called to serve pupils, staff, parents and the local community, by providing places where everyone has the ability to develop and thrive intellectually, socially, culturally and spiritually.

Our growing family of academies give multiple possibilities for our staff to create a career that **improves the life chances of local children.**

We aspire to nurture and empower our staff so that we unlock the potential in every learner. Guided by a shared vision of excellence, we create inspiring environments that honour and celebrate the richness of diverse backgrounds, experiences, perspectives and ideas.

Aletheia is committed to sustaining high-quality academies as well as supporting those in need of specific improvement. Our focus is to provide school improvement services that draw on the wealth of practice from across our Trust, broaden the expertise available to schools through flexible working arrangements and increase our capacity to respond quickly to the needs of individual schools. Pedagogical excellence is at the heart of all we do, with a sustained focus on collaborative and mastery learning.



Our Schools

The Trust is a family of academies that provide an inclusive education from ages 3 years to 18 years throughout Kent; including nursery, primary, secondary, and sixth-form.



**Saint George's C of E
All-Through School**



**Shorne C of E
Primary School**



**St. Botolph's C of E
Primary School**



**Stone St. Mary's C of E
Primary School**



**Horton Kirby C of E
Primary School**



**Sutton-at-Hone C of E
Primary School**



**Rosherville C of E
Academy**



**Holy Trinity C of E
Primary School**



**Cliffe Woods
Primary School**



**Halling
Primary School**



**Sedley's C of E
Primary School**



**Ditton C of E
Junior School**



**Knole
Academy**



**Gravesend
Grammar School**



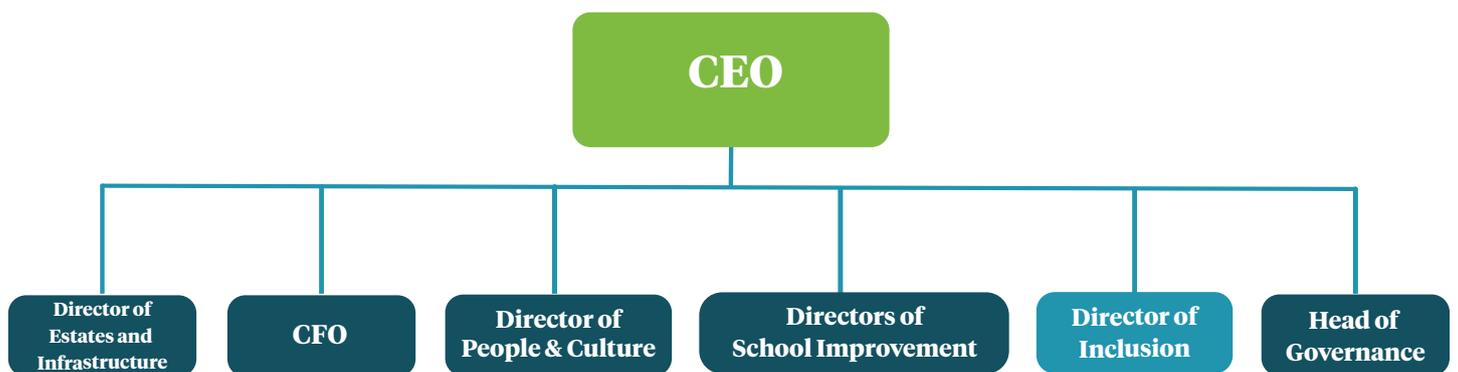
**Whitehill
Primary School & Nursery**



**Alkerden C of E
All-through Academy**

Trust Structure

Aletheia Academies Trust's ambition is to support our family of academies in every aspect. Our executive leadership team works closely with school leaders to establish development priorities to shape and drive school improvement initiatives and help deliver outstanding outcomes throughout. Aspiring to achieve educational excellence is at the heart of what we do.



"Staff within the Trust have frequent opportunities to collaborate and develop professionally with others within the Aletheia family, including an expert team of School Improvement Officers."

Staff Voice 2024



Job Description

Job Title	Director of Inclusion
Location	Kent, Medway & Sevenoaks
Duration	Permanent
Work Hours	Full time
Reporting to	Chief Executive Officer
Salary	L19 - L24 (£80,655 - £91,158)
Pension	Teachers' Pension Scheme



About the Role

As the Director of Inclusion, you will provide strategic leadership and operational oversight of inclusion across all Trust schools. You will champion equity, diversity, and inclusion, ensuring that all pupils, particularly those with SEND, vulnerabilities, or additional needs, are supported to thrive academically, socially, and emotionally.

You will drive consistent, high-quality inclusive practice across all phases, ensuring statutory compliance, strong outcomes for pupils, and a culture where inclusion is embedded in everything the Trust does.

This is a key strategic role within the Trust's central team. You will work closely with other members of the Executive Team, Headteachers, senior leaders, and Trust colleagues to champion inclusive values and practices, while also providing appropriate challenge. You will balance support and accountability to ensure consistent, high standards of inclusive provision across the Trust.

Additionally, the Director of Inclusion will have oversight of any existing and future Specialist Resource Provisions (SRPs), ensuring they are strategically developed, well-resourced, and integrated into the Trust's inclusion framework to provide high-quality, targeted support for pupils with complex needs.

Key Responsibilities

Strategic and System Leadership

- Develop, implement, and review the Trust-wide Inclusion Strategy in line with the Trust's vision and values.
- Provide expert advice to the CEO, Executive Team, and Trustees on inclusion and SEND.
- Lead and influence inclusive culture and practice across all schools and phases.
- Ensure high expectations and ambitious curriculum access for all pupils, including those with SEND, those from disadvantaged backgrounds, those known to social care, and those who may face barriers to their learning and/or well-being.
- Use data intelligently to identify trends, strengths, and areas for development in inclusion and pupil outcomes.
- Develop and embed robust transition protocols across the Trust to support learners at key points of change.
- Provide strategic oversight of a high-quality provision for excluded pupils, ensuring statutory compliance, rigorous safeguarding and structured reintegration pathways securing sustained improvements in outcomes.

SEND & Additional Needs

- Provide strategic oversight of SEND provision across the Trust, ensuring compliance with the SEND Code of Practice.
- Support and challenge schools to deliver high-quality SEND provision and inclusive classroom practice.
- Champion early and accurate identification of needs and oversee effective graduated responses with measurable impact on outcomes.
- Support Trust-wide approaches to inclusive practice, EHCP processes, funding, and quality assurance in line with changing statutory requirements.
- Ensure effective partnership working with local authorities, external agencies, and health and social care professionals.



Collaboration & Partnerships

- Work collaboratively with Headteachers, SENCOs, and senior leaders across the Trust.
- Develop and maintain strong relationships with external partners and stakeholders.
- Represent the Trust in external forums related to inclusion and SEND.

Operational & Financial Oversight

- Support schools in the effective application and efficient use of inclusion and SEND funding.
- Contribute to Trust-level planning around staffing, resources, and sustainability of provision.
- Ensure policies related to inclusion are up to date, compliant, and effectively implemented.

This job description is not exhaustive and may be modified in consultation with the post-holder to reflect the changing needs of the school and Trust



Person Specification

Qualifications and Experience

Essential

Desirable

- | | | |
|--|---|---|
| • Degree & Maths English Science GCSE | ✓ | |
| • Qualified Teacher Status (QTS) | ✓ | |
| • NASENSCO or NPQ for SENCOs or equivalent qualification | ✓ | |
| • NPQH or equivalent qualification | | ✓ |
| • Significant leadership experience within a school or multi-academy trust | ✓ | |
| • Substantial experience of leading inclusion and/or SEND provision | ✓ | |
| • Experience of working across multiple phases | | ✓ |
| • Experience of Trust-wide or system leadership | | ✓ |
| • Experience of working with external agencies and local authorities at a strategic level. | | ✓ |

Skills and Knowledge

- Strong knowledge of the SEND Code of Practice and relevant legislation
- Excellent understanding of inclusive teaching, learning, and pastoral practice
- Strong data analysis and evaluation skills
- Ability to influence, challenge, and support senior leaders effectively
- Excellent communication and interpersonal skills

Personal Qualities

- A strong commitment to equity, inclusion, and improving outcomes for all pupils
- Collaborative, resilient, and solution focused
- High levels of integrity, professionalism, and emotional intelligence
- Team player who is willing to try new approaches
- Adaptable and able to work in a fast paced environment

All Essential Criteria

Why Join Us?

This is more than a leadership role - it is an opportunity to be part of a collaborative, forward-thinking team who are passionate about making a difference. You will:

- Work alongside exceptional colleagues across a supportive, values-driven Trust.
- Shape strategy and practice across multiple schools, directly influencing hundreds of children's lives.
- Have the freedom to innovate, lead change, and see the impact of your leadership at scale.
- Be part of a vibrant community committed to excellence, opportunity, and improving local life chances for all.

If you are passionate about inclusive education, excited to work alongside Headteachers to remove barriers to learning and committed to improving outcomes for children and young people across our Trust, we would love to hear from you.



How to Apply

If you are interested in this position and would like to have a more detailed conversation before making the decision to apply for the post, please contact:

The People and Culture Team
HR@aletheiastrust.org.uk
01474 531 495

To apply for this role, please visit MyNewTerm:
Apply Now

Staff Benefits

The 2024/2025 Aletheia wellbeing survey showed 71% of staff strongly agree that Aletheia is a great place to work.

We value every one of our employees and want to give back as much as we are able to, therefore we provide a range of perks and benefits as found below:



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

For a full range of what Aletheia Academies Trust offer, please scan:





Contact Us



Aletheia
Academies Trust

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