



Director of Inclusion

Keys Academies Trust is seeking to appoint a Director of Inclusion to strategically lead on all areas of inclusion and to support school leaders to deliver exceptional educational provision for all learners. This role will drive consistently high standards across all schools, fostering a culture where students are supported to aim high, access enriching experiences and receive fair tailored support that removes barriers to success. As part of the Executive Team, you will play a key role in shaping, developing, and implementing Trust strategic plans.

This is an exciting time to join our Trust, as we grow through a merger with Thomas Deacon Education Trust, we are creating a strong organisation built on collaboration. We are looking for an exceptional leader who shares our commitment to inclusive education and are passionate about making a lasting difference for all our learners.

Successful candidates will be an experienced leader with a proven track record of driving inclusive practice and improving outcomes for children and young people. They will have excellent strategic, communication and relationship-building skills, as well as a strong understanding of SEND, inclusion, safeguarding, and current educational priorities.

Salary will be paid at L23 £88,951 – L31 £108,202 – pay award pending (dependent on experience)

Role: Permanent, Full Time, 52 Weeks

Location: Trust Head Office with significant time in schools

Start Date: January 2027 or earlier by discussion.

- Generous Holiday Allowance
- Generous Occupational Pension Schemes
- Professional Development and extensive CPD programmes
- Perkbox employee benefits platform providing big discounts on shopping, dining and entertainment
- Generous sickness benefits to support you in a time of need
- Free on-site parking across the Trust
- Nursery provision
- Free on-site annual flu vaccination scheme
- 24/7 free and confidential Employee Assistance Programme
- Online GP Assistance
- Wellbeing programme and support

Closing date: Friday 11 September 2026 at 09.00 am

The Board of Trustees of Keys Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

