

Job Profile:

Strategic Lead for Inclusion



Salary scale:	L20-L24
Working hours:	Full-time / Part-time
Academy/department:	Central Trust
Nature of contract:	Permanent / Full-time or Part-time
Responsible to:	CEO

Job purpose:

Provide strategic leadership and operational oversight of inclusion across all Trust schools. 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. 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. 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. Balance support and accountability to ensure consistent, high standards of inclusive provision across the Trust. Have oversight of any existing and future Resource Provisions (RPs), 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.

Job specific responsibilities:

Strategic and System Leadership

- Develop and deliver a 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.
- Development of a Trust wide Inclusion Quality Assurance framework.
- Use data intelligently to identify trends, strengths, and areas for development in inclusion and pupil outcomes.
- Audit support plans for vulnerable students, ensuring they are used well, and support progress each term.
- Develop and embed robust transition protocols across the Trust to support learners at key points of change.
- Keep up to date with changes nationally and ensure the Trust is well positioned to influence and implement changes during the reforms.
- Coordination of annual SEND and inclusion reviews in each academy.
- Support with the management of provision for disadvantaged students to ensure funding and practice has maximum impact on their education.

SEND and Additional Needs

- Provide strategic oversight of SEND provision across the Trust, ensuring compliance with the SEND Code of Practice.
- Ensure every school has strong provision through the SENDCO role and other support staff and quality assure their work.
- Operate a network of SENCOs.
- Support SENCOs in the successful deployment of staff and resources across their school.
- Raise standards in learning and attainment through coordinating inclusive provision, monitoring standards and assessing progress across schools.
- 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

Oversight of Alternative Provision and SEMH Pathways

- Strategic oversight of pupils placed in AP, ensuring quality assurance and strong outcomes.
- Development of internal and external AP pathways.
- Monitoring reintegration and reviewing value for money of AP placements.

Behaviour

- Trust wide leadership of behaviour strategy and positive behaviour culture.
- Monitoring and supporting consistent behaviour systems and reasonable adjustments.
- Oversight of suspension/exclusion trends and targeted intervention support.
- Provide strategic oversight of provision for excluded pupils, ensuring statutory compliance and structured reintegration pathways securing sustained improvements in outcomes.

EAL, New to Country, Refugee & Asylum-Seeking Students

- Strategy for EAL learners, including assessment and targeted support.
- Strategy for the induction process for new-to-country students.
- Ensuring compliance with duties around children with refugee or asylum-seeker status.

Looked After Children / Previously Looked After

- Strategic oversight of LAC provision, PEP quality, and progress.
- Liaison with Virtual Schools across local authorities.

Continued Professional Development

- Design and delivery of CPD for leaders, teachers, and support staff on inclusive practice.
- Development of training pathways for Teaching Assistants, including HLTA routes.
- Induction, mentoring, and coaching for SENCOs.

Curriculum Access

- Oversight of curriculum accessibility, adaptive teaching, and scaffolding expectations.
- Review of curriculum pathways and their inclusivity.
- Ensuring staff access high quality training on adaptive teaching.

Pupil/Parent Voice

- Implementation of Trust wide systems for capturing and responding to parent/pupil voice related to inclusion.

Collaboration and 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 and 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.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services deliver, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
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	✓	
A commitment to our mission and values demonstrated by current practice	✓	
Support the Christian ethos of Abbey Multi Academy Trust	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Relevant degree and GCSE in maths and English	✓	

Qualified Teacher Status (QTS)	✓	
NASENSCO or NPQ for SENCOs 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.		✓
Driving licence / access to vehicle and willingness to travel to Abbey MAT academies	✓	
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	✓	
Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In partnership to Educate, Nurture and Empower

Our Trust vision:

Abbey Multi Academy Trust is committed to providing high quality education for all within an environment which is welcoming, disciplined and purposeful. Through a range of opportunities including academic, cultural and spiritual, our students and staff are empowered and nurtured to flourish and live 'life in all its fullness' (John 10:10).

www.abbeymat.co.uk

