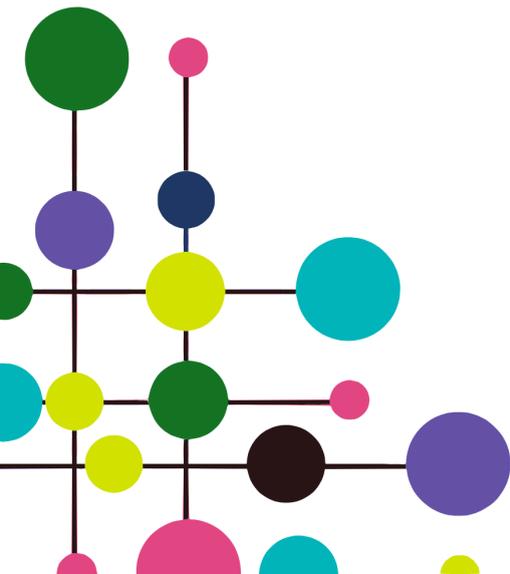


Strategic Lead for Inclusion and SEND

Closing Date	17th April 2026
Shortlisting	20th April 2026
Interview Date	30th April 2026
Salary Range	L16-20
Contract	Permanent (Full Time)



JOB DESCRIPTION - Strategic Lead for Inclusion and SEND

Leadership Scale: L16–L20

Reports to: Chief Executive Officer

Works closely with: Director of School Improvement, School Improvement Team, MAT Safeguarding Lead

Location: Trust-wide across Robin Hood MAT

Main Purpose

The Strategic Lead for Inclusion and SEND will provide Trust-wide strategic leadership to ensure that children with SEND and those who are vulnerable experience consistently high-quality, inclusive provision across Robin Hood MAT.

As a member of the Trust Senior Leadership Team, the postholder will design, implement and rigorously evaluate the Trust's SEND and inclusion strategy, working through co-construction with headteachers and SENCOs while maintaining clear oversight of quality, consistency and impact.

The role will strengthen the Trust's Enhanced Learning Provision (ELP) model and support the continued development of school-based specialist provision, often referred to nationally as Inclusion Bases, while building leadership capacity within schools and providing robust SEND system evaluation to support continuous improvement and strong outcomes for children.

The postholder will ensure strong strategic alignment between SEND, attendance and disadvantage so that the Trust's most vulnerable children are supported through a coherent and joined-up approach.

This role comes at a significant moment nationally, as the Government SEND reforms place increasing expectations on Trusts to deliver consistently high-quality, inclusive provision. Robin Hood MAT is committed to responding thoughtfully and proactively to this step change. The Strategic Lead for Inclusion and SEND will play a pivotal role in strengthening the Trust's inclusive practice and ensuring strong outcomes for children across all schools.

Qualities

The Strategic Lead for Inclusion and SEND will:

- Uphold public trust in Trust leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the Trust community
- Serve in the best interests of children across Robin Hood MAT
- Model the Trust's values of collaboration, integrity and high expectations
- Demonstrate a strong moral commitment to inclusive practice
- Combine a collaborative approach with the ability to provide appropriate professional challenge
- Act as a strong advocate for pupils with SEND and those who are disadvantaged, ensuring their needs remain central to Trust decision making
- Contribute positively to the ongoing development of Robin Hood MAT

Duties and Responsibilities

1. Trust Strategy and System Leadership

The Strategic Lead for Inclusion and SEND will:

- Lead the development, implementation and ongoing refinement of the Robin Hood MAT SEND and Inclusion Strategy
- Support schools and the Trust in responding strategically to national SEND reforms, including changes arising from the SEND Improvement Plan and associated policy developments
- Establish a coherent Trust framework for inclusive practice across all schools
- Ensure strategic alignment between SEND, behaviour, attendance, safeguarding and disadvantage priorities, working closely with the MAT Safeguarding Lead and school leaders to promote a coherent Trust approach
- Ensure strategic alignment between SEND and the Trust teaching and learning strategy, working alongside Trust teaching and learning leaders to ensure curriculum design, pedagogy and assessment are inclusive by design and enable pupils with SEND to access high-quality learning
- Promote Trust-wide approaches to adaptive teaching so that high-quality classroom practice enables pupils with SEND to access the curriculum and secure strong outcomes
- Identify emerging risks, trends and opportunities across the Trust and advise the CEO and Trustees accordingly
- Contribute to wider Trust strategic planning as a member of the Trust Senior Leadership Team
- Play an active role in contributing to the evolution and development of Robin Hood MAT

2. SEND System Evaluation and Assurance

The Strategic Lead for Inclusion and SEND will:

- Design and implement a robust Trust SEND evaluation model
- Undertake regular reviews of SEND provision and practice across schools
- Provide clear evaluative feedback to headteachers to support improvement
- Develop and maintain a Trust-wide SEND intelligence dashboard
- Report termly to the CEO and Trustees on strengths, risks and priorities
- Ensure the Trust meets statutory requirements under the SEND Code of Practice
- Support schools to address areas of inconsistency through structured follow-up and review

3. Enhanced Learning Provision (ELP) Strategy

The Strategic Lead for Inclusion and SEND will:

- Provide strategic oversight of the Trust's Enhanced Learning Provision (ELP) model
- Drive consistency, quality and impact across all ELP settings
- Develop the Trust's medium-term vision for enhanced and specialist provision
- Support schools to refine entry and exit criteria and provision models
- Monitor outcomes and quality indicators across ELP provision
- Identify opportunities for future provision development aligned to Trust growth

4. Leadership of the SENCO Network

The Strategic Lead for Inclusion and SEND will:

- Provide professional leadership and strategic direction for the Trust SENCO network
- Build SENCO capacity through high-quality professional development
- Establish clear expectations for SEND leadership across schools
- Facilitate effective sharing of best practice across the Trust
- Support headteachers to strengthen SEND leadership where required
- Promote a culture of collective responsibility for children with SEND
- Work with SENCOs and school leaders to develop Trust-wide approaches to workforce development that strengthen the skills and confidence of staff supporting pupils with SEND, including teaching assistants
- Strategically support SENCOs to develop and grow specialist teams within schools, ensuring that expertise is built and shared across the Trust

5. School Support and Improvement

The Strategic Lead for Inclusion and SEND will:

- Work alongside school leaders to strengthen inclusive practice through co-construction
- Provide targeted strategic support where variation in SEND quality is identified
- Promote consistently high expectations for children with SEND across the Trust
- Contribute to wider school improvement activity where inclusion is a key lever
- Support leaders to translate Trust strategy into effective school-level practice
- Support schools to strengthen provision and outcomes for disadvantaged children with SEND, including effective use of Pupil Premium where appropriate
- Work with school leaders to ensure inclusive approaches to behaviour support the needs of children with SEND and those who are disadvantaged
- Promote inclusive approaches that support the mental health and wellbeing of pupils with SEND, recognising the close relationship between wellbeing, engagement and learning

6. External Partnerships

The Strategic Lead for Inclusion and SEND will:

- Build strong relationships with Local Authorities and external partners
- Represent Robin Hood MAT in relevant local and regional SEND forums
- Ensure the Trust remains well informed about national SEND developments
- Support schools in navigating complex SEND casework where strategic input is required
- Contribute to the Trust's reputation for strong inclusive practice
- Work alongside the Head of Finance and school leaders to support the procurement and quality assurance of external services and specialist agencies, ensuring value for money and high-quality provision for pupils
- Promote collaborative working across schools, including hub-based approaches and the sharing of expertise and resources, in line with the direction of national SEND reforms
- Work with school leaders and Local Authorities to secure appropriate funding and support for pupils with SEND where required
- Support the Trust in developing collaborative approaches with other schools and partners to improve SEND provision across the wider system

Other Responsibilities

- To carry out duties in line with the Trust's safeguarding and child protection policies
- To comply with all Trust policies including health and safety and data protection
- To undertake any other duties reasonably requested by the CEO consistent with the seniority of the role

PERSON SPECIFICATION

Qualifications

Essential

- Qualified Teacher Status
- Relevant degree
- National Award for SEN Coordination (NASENCO) or NPQ for SENCOs (NPQSENCO), or significant equivalent leadership experience in SEND at scale.
- Evidence of sustained professional development in SEND/inclusion leadership

Desirable

- Relevant postgraduate study in SEND, inclusion or leadership

Experience

Essential

- Significant leadership experience of SEND and inclusion
- Evidence of improving outcomes for children with SEND at whole-school or Trust level
- Experience of improving outcomes for disadvantaged and/or vulnerable pupils
- Experience of influencing or leading SEND/inclusion work across more than one school or within a Trust, Local Authority or equivalent multi-setting context
- Experience of leading professional development for leaders and staff
- Strong experience of using data to identify priorities and drive improvement
- Experience of working effectively with external agencies and Local Authorities
- Experience of supporting leaders to improve provision through evaluation and follow-up

Desirable

- Experience of overseeing or developing specialist or enhanced provision
- Experience of designing or implementing SEND systems at Trust or organisational scale
- Experience within a multi-academy trust

Skills and Knowledge

- Deep understanding of the SEND Code of Practice and current national developments

- Strong knowledge of effective inclusive practice in mainstream settings
- Ability to design and evaluate system-level improvement strategies
- Understanding of the intersection between SEND, attendance and disadvantage in driving pupil outcomes
- High-level analytical and data interpretation skills
- Excellent communication and interpersonal skills
- Ability to influence and challenge senior leaders constructively
- Strong organisational and strategic planning capability
- Secure understanding of statutory safeguarding responsibilities

Personal Qualities

- Relentless focus on improving outcomes for children
- High emotional intelligence and credibility with school leaders
- Collaborative approach aligned with the Trust's culture
- Ability to provide appropriate professional challenge when required
- Resilient, reflective and solutions-focused
- Ability to work under pressure and prioritise effectively
- Commitment to safeguarding, inclusion and equality
- Professional integrity and sound judgement
- Ability to hold the importance of the role but to carry it lightly
- Excellent interpersonal skills and a desire to be part of a passionate and driven team