



# National SEND & EAL Lead Applicant Pack

Academy Transformation Trust

Emmanuel Court, Reddicroft





# A Message from Our Chief Executive Officer

At Academy Transformation Trust, our ambition is clear and uncompromising: **to ensure that every child and every colleague becomes capable, competent and confident to take their rightful place in the community of educated people.**

ATT 2030 sets out not only what we are trying to achieve, but how we choose to work with integrity, professional trust and an unwavering commitment to inclusion and excellence. We believe deeply that the highest standards are achieved when people feel they belong, are trusted as professionals and are supported to grow.

The National SEND and EAL Lead role is central to this ambition.

Across our Trust, we serve richly diverse communities. Ensuring that pupils with special educational needs, disabilities and those learning English as an additional language experience education that is rigorous, ambitious and humane is not peripheral to our mission it is fundamental to it. Inclusion at ATT is not an add-on or a compliance exercise; it is a precondition for excellence and equity.

This role exists to work alongside our principals and leaders as a trusted expert partner strengthening practice, shaping strategy and helping us respond thoughtfully to both statutory responsibilities and emerging national developments. It is a role for someone who believes, as we do, that sustainable improvement happens through professional dialogue, evidence-informed practice and shared accountability.

At ATT, we are building a **high-trust, high-accountability organisation** one where leaders are empowered, central teams add value through expertise, and accountability is focused on learning, not blame. If you are excited by the opportunity to influence inclusive education at scale, contribute to system leadership and work within a values-led Trust that takes its moral purpose seriously, I encourage you to apply.

We look forward to learning more about you.



A handwritten signature in black ink, appearing to read 'Mark McCourt'.

**Mark McCourt**

*Chief Executive Officer*  
Academy Transformation Trust



## Welcome to **Academy Transformation Trust**

At Academy Transformation Trust (ATT), everything we do is driven by a simple but powerful ambition: **to ensure that every child and every colleague becomes Capable, Competent and Confident.**

Our work is rooted in **ATT 2030**, our Trust-wide strategy, and brought to life through our **People Strategy 2025–2030**, which commits us to being a **high-trust, high-accountability organisation** where people feel they belong, are supported to grow, and are trusted to make a difference.

We are delighted that you are considering joining us as **National SEND and EAL Lead.**

This is a nationally focused leadership role with real system impact — supporting inclusive practice, strengthening provision, and helping our academies meet the needs of all pupils with confidence, clarity and rigour.

# About

## Academy Transformation Trust

Academy Transformation Trust (ATT) is a Multi-Academy Trust serving diverse communities across England. Our mission is to ensure that every pupil, regardless of starting point, leaves us equipped to take their rightful place in the community of educated people.

ATT 2030 sets out the values and behaviours that shape how we work:

- Belonging & Becoming – we meet people where they are and refuse to leave them there
- Integrity & Excellence – we act ethically and pursue high standards
- High Trust, High Accountability – leaders are empowered; accountability is professional, dialogic and focused on learning and improvement
- We see inclusion not as an add-on, but as a precondition for excellence.

### Our Academies





## The Role:

# National SEND and EAL Lead

### Purpose of the Role

The National SEND and EAL Lead is an **expert advisory role** with a Trust-wide remit. You will work in partnership with principals, senior leaders, SENDCOs and EAL leads across ATT academies to **refine and strengthen SEND and EAL provision**, supporting a culture of continuous improvement.

You will provide strategic advice, professional guidance and specialist expertise — ensuring our academies are confident in meeting statutory duties while developing ambitious, inclusive practice that improves outcomes for pupils and families.

The role sits within the central team and reports to the **Director of Safeguarding and Inclusion**.

## Key Responsibilities

As National SEND and EAL Lead, you will:

- Provide expert advice to the Director of Safeguarding and Inclusion and Executive Leadership Team on all matters relating to **SEND and EAL**
- Support the strategic development of SEND and EAL policy and provision across the Trust, informed by **national best practice and research**
- Drive a strong, collaborative SEND and EAL culture across ATT academies
- Enable SENDCOs, EAL coordinators and SEND teams to contribute meaningfully to Trust-wide development and sector change
- Support academies to respond to national developments, including SEND Review reforms and EAL policy updates
- Promote and support compliance with statutory frameworks including:
  - Equality Act 2010
  - Children and Families Act 2014
  - SEND Code of Practice 2015
  - Relevant EAL guidance and regulations
- Provide clear, accurate guidance on SEND law and statutory responsibilities
- Support academies to engage confidently with local authorities, families and external agencies
- Champion inclusive practice aligned to ATT values, ensuring pupils with SEND and EAL are supported to thrive

What This Role Looks Like in Practice (ATT Way)	Who We Are Looking For	Working at ATT – What We Offer
<p>Aligned to ATT 2030 and the People Strategy, this role is about:</p> <ul style="list-style-type: none"> <li>• <b>High Trust</b> – working alongside leaders as a trusted professional partner</li> <li>• <b>High Accountability</b> – ensuring clarity, rigour and confidence in statutory duty and provision</li> <li>• <b>High Support</b> – building capability, not dependency</li> </ul> <p>You will influence, guide and enable — not direct — recognising the professional expertise already within our academies.</p>	<p>We are seeking someone who:</p> <ul style="list-style-type: none"> <li>• Is an experienced SEND and/or EAL professional with strong system-level understanding</li> <li>• Has deep knowledge of statutory frameworks and inclusive practice</li> <li>• Can work credibly with principals and senior leaders</li> <li>• Is confident operating in an advisory, influencing role</li> <li>• Brings curiosity, integrity and a commitment to continuous improvement</li> <li>• Shares ATT’s belief that inclusion and excellence are inseparable</li> </ul> <p>We value <b>professional judgement, emotional intelligence and moral purpose</b> over rigid hierarchies or compliance-led approaches.</p>	<p>At ATT, we aim to provide a compelling employee experience, including:</p> <ul style="list-style-type: none"> <li>• Meaningful work with national impact</li> <li>• Professional autonomy within a strong values framework</li> <li>• Access to high-quality development through the <b>ATT Institute</b></li> <li>• Competitive salary and pension arrangements (Teachers’ Pension or LGPS)</li> <li>• Employee Assistance Programme and wellbeing support</li> <li>• A culture of professional trust, belonging and growth</li> </ul>





## Job Description

# National SEND and EAL Lead

The National SEND and EAL Lead is a Trust-wide expert advisory role, providing strategic guidance, professional expertise and system leadership in Special Educational Needs and Disabilities (SEND) and English as an Additional Language (EAL).

Working in partnership with principals, senior leaders, SENDCOs and EAL leads, the post-holder will support academies to strengthen inclusive practice, meet statutory responsibilities confidently and continuously improve provision for pupils with SEND and EAL.

The role reflects ATT's commitment to **high trust, high accountability**, operating as an **expert partner** rather than a compliance or inspection function.

**Role Title:** National SEND and EAL Lead

**Responsible to:** Director of Safeguarding and Inclusion

**Location:** National role across ATT academies (with flexible working arrangements)

## Context

At Academy Transformation Trust, inclusion is not an adjunct to excellence but a **precondition of it**. ATT 2030 commits us to ensuring that every pupil, regardless of need or starting point, becomes **capable, competent and confident**.

The National SEND and EAL Lead plays a critical role in realising this ambition across the Trust, supporting leaders to deliver ambitious, lawful and humane provision within a culture of professional trust, collaboration and continuous improvement.

## Key Responsibilities

### Strategic Leadership and Advisory Support

- Provide expert advice and professional counsel to the Director of Safeguarding and Inclusion and Executive Leadership Team on all matters relating to SEND and EAL.
- Contribute to the strategic development of SEND and EAL policy, practice and provision across the Trust, informed by national research, evidence and best practice.
- Support Trust-wide planning and response to national SEND and EAL developments, including legislative reform and policy change.

### Statutory and Legal Assurance

- Promote and support compliance with statutory duties, including:
  - SEND Code of Practice (2015)
  - Equality Act (2010)
  - Children and Families Act (2014)
  - Relevant EAL guidance and regulations
- Provide clear, accurate and proportionate guidance on SEND law and statutory responsibilities.
- Support academies to engage confidently and constructively with local authorities, families and external agencies.

### Professional Partnership with Academies

- Work in partnership with principals and senior leaders to strengthen SEND and EAL provision within academies.
- Act as a trusted professional advisor to SENDCOs, EAL leads and SEND teams, supporting confident decision-making and high-quality practice.
- Enable collaboration and shared learning across academies, fostering a strong Trust-wide SEND and EAL community.

### Culture, Inclusion and Improvement

- Champion inclusive practice aligned to ATT values, ensuring equity, dignity and high expectations for pupils with SEND and EAL.
- Support academies to develop sustainable, evidence-informed approaches rather than short-term or compliance-driven solutions.
- Contribute to Trust-wide professional learning and improvement activity where appropriate.



## Ways of Working (ATT Expectations)

The post-holder will:

- Operate within a **high-trust, high-accountability culture**
- Work as an **expert partner**, not a line manager or inspector
- Respect the professional autonomy and leadership of principals
- Model professional dialogue, integrity and reflective practice
- Focus on improvement through collaboration, clarity and evidence

## Safeguarding & Compliance

The post-holder shares responsibility for safeguarding and promoting the welfare of children and young people and must:

- Uphold all safeguarding responsibilities consistent with Trust policy
- Successfully complete all required pre-employment checks, including an enhanced DBS check

# Person Specification

## National SEND and EAL Lead

Area	Essential Criteria	Desirable Criteria
<b>Values &amp; Alignment</b>	<ul style="list-style-type: none"> <li>• Demonstrates a clear commitment to ATT 2030 and our belief that every pupil, regardless of starting point or need, can become capable, competent and confident</li> <li>• Values-led practitioner aligned to Belonging &amp; Becoming, integrity, excellence and inclusion</li> <li>• Operates with a high-trust, high-accountability mindset, respecting professional autonomy while promoting improvement, works strategically and develops credibility with stakeholders</li> <li>• Demonstrable experience of policy writing</li> </ul>	<p>Evidence of actively contributing to culture-shaping work within a Trust or system-wide context</p> <p>Connected nationally and local to networks that help you shape that culture</p>
<b>Qualifications &amp; Professional Standing</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (or equivalent professional standing)</li> <li>• Substantial professional experience within SEND and/or EAL leadership, advisory or system-level roles</li> </ul>	<p>Postgraduate qualification or recognised professional accreditation in SEND, inclusion or EAL</p> <p>IPSEA SEND Law Level 3</p>
<b>SEND and EAL Expertise</b>	<ul style="list-style-type: none"> <li>• Significant experience of SEND and/or EAL practice within schools or across multiple settings</li> <li>• Strong working knowledge of the SEND Code of Practice (2015), Equality Act 2010, Children and Families Act 2014 and relevant EAL guidance</li> <li>• Ability to interpret statutory guidance and translate it into clear, proportionate professional advice</li> <li>• Delivery of SEND and EAL related CPD to stakeholders and externally</li> </ul>	<p>Experience with working with Specialist academies, enhanced resource base provision and alternative provision is desirable</p> <p>Experience working with or contributing to national SEND or EAL reforms, networks or sector initiatives</p>

## Our Commitment to Equality, Diversity and Inclusion

ATT is proud to be an inclusive employer. We actively welcome applications from candidates of all backgrounds and are committed to creating a workplace where difference is respected and valued. **We are passionate about ensuring equity of opportunity for staff and pupils alike.**



## How to apply

# National SEND & EAL Lead

**Salary:** £42,591.29 pro rata, £76,772 FTE – Spot Salary

**Hours/Worked weeks:** 22.5 hours (3 days per week), 41 weeks per year (TTO + 2 weeks)

**Closing date:** 9am on Thursday 4 June 2026

**Interviews:** Week commencing 8 June 2026, anticipated Tuesday 9 June

**Preferred start date:** September 2026

**Apply via:** MyNewTerm

**If you are considering a September start and need to meet an earlier notice period deadline, we encourage you to make contact with us as soon as possible so we can discuss options for an earlier conversation. We reserve the right to appoint to this post before the advertised closing date should an exceptional candidate come forward.**

Informal conversations are warmly encouraged. To arrange a discussion with Christine Franklin, Director of Safeguarding and Inclusion, please contact Karen Robson (PA to the CEO) at [karen.robson@attrust.org.uk](mailto:karen.robson@attrust.org.uk).



# Academy Transformation Trust



EMPLOYER RECOGNITION SCHEME

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