

BISHOP HOGARTH
Catholic Education Trust

Director of Inclusion

Application Pack



Proud to be a part of the

DIOCESE OF **Hexham & Newcastle**



BISHOP HOGARTH

Catholic Education Trust

Join our Trust as an Director of Inclusion



Bishop Hogarth Catholic Education Trust
The Headlands, Darlington, DL3 8RW



L21 - L25
(potential enhancement for an exceptional candidate)



Closing date: Friday 27th March 2026, 9.00am
Interviews: Wednesday 1st April 2026



To commence 1st September 2026

Bishop Hogarth Catholic Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to a satisfactory Enhanced Disclosure and Barring Service check. The school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

As an employee of Bishop Hogarth Catholic Education Trust you may work from time to time in one or more of our Academies.





Dear applicant,

I am delighted that you are interested in the role of Director of Inclusion at Bishop Hogarth Catholic Education Trust.

As Director of Inclusion, the successful candidate will be a key member of our Trust School Improvement Team, contributing to a Trust-wide remit of improving outcomes and experiences for all students but particularly the most vulnerable.

Our students are at the heart of everything we do, and our work is guided by the teachings of Christ and the values of Catholic Social Teaching. We are committed to ensuring that every student feels safe, welcomed, and supported. This ethos extends to our staff, who benefit from a collaborative and empowering professional environment that values their expertise.

Our Trust is made up of thirty-five schools—thirty primaries and five secondaries—serving communities in Billingham, Darlington, Hartlepool, South Durham, and Stockton. The successful candidate will be joining a thriving community of 1,200 employees and 12,000 students. As a nationally recognised Catholic Trust, we offer our leaders bespoke support and outstanding professional development in a nurturing and aspirational environment.

We are proud of our strong school improvement offer, which provides unparalleled opportunities for professional growth. The successful candidate will work alongside highly experienced Headteachers and school standards colleagues who are leaders in their fields.

At the core of our Trust are the principles of subsidiarity, solidarity, and the common good. Our Trust Directors support and challenge school leaders and local governing committees to ensure the highest standards of education.

This is an exciting opportunity for an exceptional leader to shape and strengthen an inclusion strategy across the trust.

If you believe you have the skills, experience, and passion to lead inclusion and be part of Trust-wide school improvement, I would love to hear from you.

Very best wishes,



Stuart McGhee
CEO
smcghee@bhcet.org.uk



BISHOP HOGARTH
Catholic Education Trust

Our Trust

Bishop Hogarth Catholic Education Trust is a family of 35 schools across County Durham, Darlington, Hartlepool, and Stockton-On-Tees.

BHCET's mission is to provide the highest quality education, fostering a collaborative environment where resources and best practices are shared among our schools.

We are committed to the educational welfare of our students. This is why we place Christ at the centre and children at the heart.

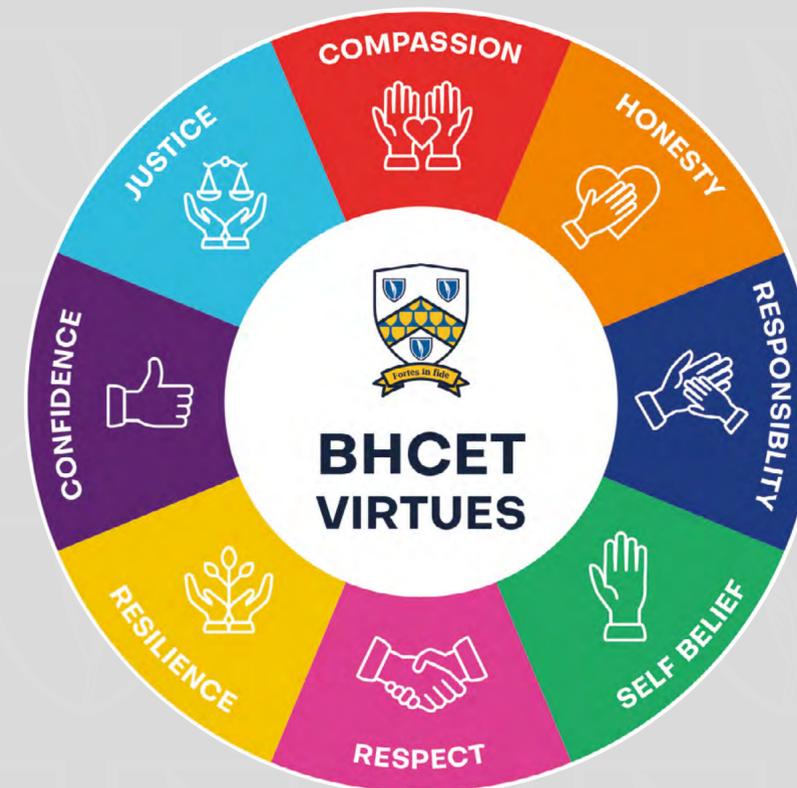


**WATCH
OUR VIDEO**



BISHOP HOGARTH
Catholic Education Trust

Scan the QR code to view our [school locations map](#)



JUSTICE & COMPASSION

We value fairness and empathy, treating others with kindness and understanding.

HONESTY & RESPONSIBILITY

We prioritise truthfulness and accountability, taking ownership of our actions and decisions.

CONFIDENCE & RESILIENCE

We foster courage and adaptability, empowering individuals to face challenges and overcome setbacks.

RESPECT & SELF BELIEF

We embrace diversity and individuality, fostering an environment where everyone feels valued and confident.

Employee Benefits

Pension Scheme

All contracted employees are automatically enrolled into the appropriate pension scheme, including the Teachers' Pension Scheme or Local Government Pension Scheme. Monthly contributions are deducted from your salary, and BHCET also contributes to your pension.

Wellbeing and Staff Support

At BHCET, we value every member of staff and prioritise your wellbeing. We offer a range of support services and benefits, including:

- ✓ Employee Assistance Programme
- ✓ Employee discounts
- ✓ Self-referral private counselling
- ✓ Financial advice and guidance
- ✓ Physiotherapy services
- ✓ Funded eye tests for DSE users
- ✓ Cycle to Work scheme
- ✓ Free mortgage advice
- ✓ Optional self-funded dental insurance
- ✓ Gym discounts
- ✓ Family-friendly leave of absence policy
- ✓ Christmas savings payroll deduction scheme
- ✓ Free company parking

Annual Leave and Sickness Entitlement

This role follows Teachers' Pay and Conditions, with leave taken during school holiday periods. Staff benefit from occupational sick pay arrangements to support wellbeing during periods of ill health.



**BISHOP
HOGARTH**

Catholic Education Trust



Proud to be a part of the

DIOCESE OF **Hexham & Newcastle**

The Diocese of Hexham and Newcastle and Bishop Hogarth Catholic Education Trust invite applications for the post of Director of Inclusion.

As Director of Inclusion, you would oversee a Trust-wide remit for inclusion, driving consistently high standards across all schools, fostering a culture where students are supported to aim high and receive bespoke support that removes barriers to success. The successful applicant will have a strong background in school improvement and will champion an inclusive environment that raises aspirations and ensures a secure sense of belonging, resulting in a meaningful impact on student engagement and achievement.

Unlocking Potential in Our Students and Staff

Bishop Hogarth Catholic Education Trust has a proven track record of excellence, with a thriving and growing provision from nursery through to sixth form, and a dedicated team of staff who share a passion for making a positive difference in the lives of our students. As you consider this exceptional opportunity, you'll have the chance to leave a lasting impact on our students, staff, and the wider Trust community.

We can offer the successful candidate:

- ✓ The opportunity to be a key part of a large, innovative and highly successful Trust with an excellent national reputation.
- ✓ A Trust that invests heavily and continuously in our staff where leaders work collaboratively to ensure the provision of great schools, with Christ at the centre and children at the heart.
- ✓ The support and expertise of Directors of subjects and the wider school improvement team
- ✓ The support and expertise of our own Teaching School Hub, ITT provider, Attendance Hub, Maths Hub, STEM enthuse partnership and Enrichment Hub.

We are looking for a leader who:

- ✓ Shares our vision for excellence and transformative education.
- ✓ Has exceptional leadership skills and the ability to think strategically.
- ✓ Is a dynamic, innovative and determined individual.
- ✓ Has a proven track record as an outstanding practitioner, with excellent communication skills, committed to high standards.
- ✓ Will inspire, challenge and encourage our young people and community.
- ✓ Understands budget planning, staff deployment and how to effectively use resources.
- ✓ Values professional agency and fosters a supportive and inclusive environment.

Visit us

You are warmly welcomed to our Trust at any time, to ask any questions you may have on an informal basis and meet members of the Trust Team. Email Lisa Dunwell, ldunwell@BHCET.org.uk to arrange a visit.



Professional Development

Our commitment to Continuous Professional Development (CPD) is deeply integral to all that we do, ensuring that every staff member can progress along their chosen path.

Being part of our Trust means you have access to a wealth of opportunities for collaboration, allowing us to shape best practices in teaching and leadership together.

Our CPD programmes are designed to enhance your knowledge and skill base, ensuring that growth and improvement are built into your leadership journey.

WE WORK WITH THE FOLLOWING DfE ACCREDITED HUBS

- Carmel Teacher Training Partnership
- Tees Valley Teaching School Hub
- Archimedes NE Maths Hub
- Behaviour and Attendance Hub

Our CTTP is recognised by the Department for Education (DfE) as being “among the best schools in the country to train and develop teaching professionals for the future.”

Job Description

1. Lead the Trust-wide Strategy for Inclusion.
 2. Raise standards in learning and attainment through coordinating inclusive provision, monitoring standards and assessing progress across schools.
 3. Contribute to a coordinated approach across all areas including: behaviour, attendance, safeguarding, pastoral and curriculum to deliver the highest levels of inclusion for all young people.
- 1.5 Monitor the quality of the inclusive provision and disseminate good practice as appropriate.
 - 1.6 Audit support plans for vulnerable students, ensuring they are used well, and support progress each term.
 - 1.7 Work alongside colleagues in the School Improvement team to coordinate Trust-wide CPD on inclusive practice and ensure all staff have a strong understanding of high quality inclusive classroom practice.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. **Inclusion Strategy and Capacity.**
 - 1.1 Develop and deliver a Trust-wide strategy for Inclusion.
 - 1.2 Develop policy, procedures and embed best practice at strategic and operational level for provision for vulnerable students.
 - 1.3 Secure consistently high standards of inclusive support in all Trust schools through the introduction and embedding of the Trust's inclusion strategies, policies, and procedures.
 - 1.4 Work with members of the Trust central team and Headteachers on the strategic development of provision for vulnerable students.
2. **SEND Provision**
 - 2.1 Advise on the SEND arrangements across the Trust.
 - 2.2 Commission and quality assure SEND specialist services (e.g. Educational Psychologists) to support schools across the Trust.
 - 2.3 Ensure every school has strong provision through the SENDCO role and other support staff and quality assure their work.
 - 2.4 Operate a network of SENCOs.
 - 2.5 Develop a handbook to guide the work of schools and SENCOs in making excellent provision for students with SEND.

- 2.6 Contribute to whole school development to ensure that students with SEND experience a transformative education.
 - 2.7 Support each school to develop their bespoke provision for students with complex needs.
 - 2.8 Support SENCOs in the successful deployment of staff and resources across their school.
 - 2.9 Set up systems for identifying SEND and assessing and reviewing SEND provision.
 - 2.10 Undertake reviews of SEND provision in Trust schools.
 - 2.11 As necessary, advise on applications for Education, Health and Care Needs Assessments alongside the Headteacher & SENCO.
 - 2.12 Provide advice and guidance to schools on making reasonable adjustments to meet the needs of students with SEND.
 - 2.13 Keep up to date with changes nationally and ensure the Trust is well positioned to influence and implement changes during the reforms.
3. **Performance**
 - 3.1 Work with School Improvement colleagues to review and set targets for raising achievement among vulnerable students.
 - 3.2 Regularly analyse assessment and performance data at individual school and Trust level with a view to improving outcomes for vulnerable students.
 4. **Pupil Premium**
 - 4.1 Lead on the development of Trust-wide pupil premium policies.
 - 4.2 Lead on the management of provision for disadvantaged students to ensure funding and practice has maximum impact on their education.
 5. **Relationships and Partnerships**
 - 5.1 Develop strong relationships and effective working arrangements with Trust and school staff.
 - 5.2 Motivate and support those responsible for the provision of vulnerable groups to carry out their roles to the highest standard.
 - 5.3 Establish effective partnerships with relevant Local Authorities and local inclusion networks.
 6. **Funding/Budget Management**
 - 6.1 Ensure that the budget allocated is used effectively and efficiently to maximise impact.



Job Description

7. **Accountability**

- 7.1 Be accountable to the Trust Executive for the performance and outcomes of vulnerable students.
- 7.2 Report on a regular basis and as required to the Trust Executive Team and Board of Directors on the performance and experiences of vulnerable students.

8. **Other Responsibilities**

- 8.1 Continuously develop own professional practice and keep up to date with all relevant policy developments.
- 8.2 Contribute to the wider work of the Trust, its schools and its communities through partnership working and sharing of expertise and knowledge.
- 8.3 Exercise a commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- 8.4 Identify and prioritise research and CPD opportunities for the leadership of inclusion.
- 8.5 Carry out any such duties as may be reasonably required by the CEO and Deputy CEO.

9. **Special Conditions**

- 9.1 You will be required to travel across Trust schools.

Director of Inclusion Person Specification

ESSENTIAL CRITERIA	Criterion No.	Criterion No.	Stage Identified
QUALIFICATIONS	E1	Qualified Teacher Status	A/CC
	E2	Degree	A/CC
PROFESSIONAL DEVELOPMENT	E3	Evidence of appropriate professional development for the role of Director of Inclusion	A
	E4	Evidence of recent leadership and management professional development	A
	E5	Evidence of working with vulnerable groups to improve outcomes	A/I/CC
	E6	Evidence of appropriate safeguarding training at senior leadership level	A/I/CC
SCHOOL LEADERSHIP AND MANAGEMENT EXPERIENCE	E7	Ability to articulate and share a vision for inclusive education within the context of a Multi Academy Trust	A/I/R
	E8	Ability to inspire and influence all stakeholders to achieve the aims of inclusive education	A/I/R
	E9	To have significant experience as an effective senior leader	A/I/R
	E10	To have taken a key role in school self-evaluation and development planning	A/I/R
	E11	Experience of working constructively with parents	A/I/R
	E12	Experience of monitoring and developing staff performance	A/I/R
	E13	Ability to lead change and improvement	A/I/R
	E14	Ability to employ strong analytical skills and use evidence to drive improvement	A/I/R

EXPERIENCE AND KNOWLEDGE OF TEACHING	E15	Exceptional classroom teacher	A/I
	E16	Secure knowledge of statutory requirements and best practice relating to inclusion	A/I
	E17	Secure understanding of the inspection toolkit particularly in relation to inclusion	A/I
	E18	Strong understanding of national changes and the impact on schools and Trusts	A/I
PROFESSIONAL ATTRIBUTES	E19	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	A/I
	E20	To be able to form effective relationships with a wide range of stakeholders	A/I/R
	E21	To demonstrate high-level strategic thinking and planning skills.	A/I/R
	E22	To be committed to the values and mission of the Bishop Hogarth Catholic Education Trust	A/I/R
	E23	To be passionate about improving outcomes and experiences for all students, particularly the most vulnerable	A/I/R
	E24	To be resilient and solution-focused	A/I/R

DESIRABLE CRITERIA	Criterion No.	Criterion No.	Stage Identified	KEY - STAGE IDENTIFIED	
QUALIFICATIONS	D1	Nationally recognised qualification appropriate to the role	A/I	A	Application Form
				I	Interview
SCHOOL LEADERSHIP AND MANAGEMENT EXPERIENCE	D2	Experience of working with external agencies, regulators, and local authorities	A/I	R	References
				CC	Checking Certificates



Apply now
**and become the next
inspirational leader**

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please email Lisa Dunwell, ldunwell@BHCET.org.uk

Closing date: 27th March 2026
Shortlisting: 27th March 2026
Interviews: 1st April 2026

Visit us

We are passionate about our Trust and want to fill our team with staff who share the same passion, values and drive. You would be warmly welcomed to our Trust at any time, to ask any questions you may have on an informal basis and meet members of the Trust team.

Email: ldunwell@BHCET.org.uk



**BISHOP
HOGARTH**

Catholic Education Trust



Proud to be a part of the

DIocese of **Hexham & Newcastle**