



Secondary Inclusion Director

Kingston Upon Hull

Appointment: September 2026

Salary: L16 – L20 (£75,074 – £82,652)

Full time, Permanent

Create | Pioneer | Collaborate | Inspire | Achieve



Context

Venn Academy Trust, working in partnership with Hull City Council, is seeking an exceptional senior secondary leader to drive the redesign and delivery of Hull's secondary inclusion and alternative provision model.

This is not a service manager post.

This is not a behaviour consultant role.

This is a system reform position.

We are seeking a Deputy Head level leader with strong pastoral and SEND experience who can bring clarity, authority and discipline to the way secondary inclusion operates across the city.

The Context

Hull is committed to strengthening its graduated response and ensuring that alternative provision is time limited, reintegration focused and aligned with strong mainstream inclusion.

The city is working to:

- *Reduce secondary suspensions and permanent exclusions*
- *Improve reintegration rates from alternative provision*
- *Prevent unnecessary drift into long term placements*
- *Strengthen mainstream behaviour and SEND capacity*
- *Stabilise alternative provision expenditure*

This role will lead that work in partnership with secondary schools, Alternative Provision providers and local authority services.

Context

The Role

The Secondary Inclusion Director Lead will:

- *Lead the implementation of Hull's revised secondary alternative provision model*
- *Establish clear Step Out and Day 6 pathways with defined time limits and return plans*
- *Embed a citywide reintegration framework*
- *Work directly with Headteachers, SENDCOs, Pastoral Leads and Inclusion Leads to strengthen internal capacity*
- *Support improved suspension practice and reduce repeat cycles*
- *Align SEND processes with inclusion reform*
- *Provide clear data analysis and reporting to governance boards*
- *Contribute to moderating long term placement dependency*

The focus is practical implementation, not policy writing.

Who We Are Looking For

You will be an experienced Deputy Head or equivalent senior secondary leader with:

- *A strong track record in pastoral leadership*
- *Direct oversight of SEND and EHCP processes*
- *Evidence of reducing suspensions and improving behaviour outcomes*
- *Experience working with or alongside alternative provision*
- *The ability to influence and challenge at Headteacher level*
- *Confidence presenting at Board level*
- *Strong analytical skills with behaviour, attendance and financial data*

You will be calm, credible and principled. You will understand that inclusion and high expectations are not opposites. You will be able to work across organisations while maintaining clarity and accountability.

Context

What This Role Is Not

This is not a casework role.

This is not a school based Deputy post.

This is not a consultancy contract.

It is a senior leadership position with citywide impact.

Our Commitment

This post is funded within the existing Lot 4 alternative provision allocation of £121,500 per annum. The successful candidate will be employed by Venn Academy Trust and deployed in partnership with Hull City Council.

The role offers:

- *The opportunity to shape secondary inclusion across a city*
- *Direct partnership with local authority senior leadership*
- *A platform to deliver measurable reform*
- *The chance to reduce long term exclusion and placement drift*

Informal enquiries:	info@vennacademytrust.org
Start date:	September 2026
Closing date:	9:00am - 16th April 2026
Interview date:	24th April 2026

Principle Accountabilities

1. Core Purpose

- 1.1. To promote and safeguard the welfare of children and young people at all times.
- 1.2. To provide strategic and professional leadership of the Secondary Outreach Provision, establishing secure foundations that enable sustainable growth to full capacity and strong performance across all areas of the service.

To achieve this, the postholder will:

- Provide clear strategic direction rooted in outreach
- Deploy resources effectively to secure best value and maximum impact
- Establish rigorous self-evaluation and continuous improvement systems
- Build credibility with commissioners, families and partner agencies
- Create a structured, calm and purposeful learning environment where pupils feel safe and understood.

3. Strategy

- 3.1. Lead the development of Secondary Outreach.
- 3.2. Translate the service's vision into daily practice, ensuring consistency of approach across classrooms, pastoral systems and operational procedures.
- 3.3. Ensure learning remains central to strategic planning, staffing design and resource allocation.
- 3.4. Work closely with the Venn central team to align service development with trust-wide expectations and infrastructure.
- 3.5. Plan and deliver the staged growth of the service to full capacity in collaboration with the Executive Team and others in the Trust.

4. Leadership and Management

- 4.1. Provide confident and visible leadership, establishing professional standards from the outset.
- 4.4. Implement effective performance management systems that promote accountability and professional growth.

Principal Accountabilities

- 4.5. Build leadership capacity within the service to support sustainable growth.
- 4.6. Provide clear and accurate reporting to the CEO and Board, demonstrating progress against agreed priorities.
- 4.7. Ensure communications internally and externally reflect the professionalism and ambition of the service.

5. Teaching and Learning

- 5.1. Embed structured behaviour frameworks to promote predictability and safety.
- 5.2. Secure high-quality classroom practice through regular monitoring, coaching and professional dialogue.
- 5.3. Develop robust pastoral systems that ensure each pupil is known, supported and understood.
- 5.4. Maintain high expectations for attendance, engagement and personal development.

6. Finance, Procurement and Resources

- 6.1. Ensure full compliance with Trust policies and financial regulations.
- 6.2. Manage the service budget responsibly within agreed parameters, aligning expenditure to educational priorities.
- 6.3. Work with the Trust to plan staffing growth in line with pupil numbers and funding.
- 6.4. Oversee the effective management of the Hull Secondary Outreach site, ensuring a safe, structured and sensory-informed environment.
- 6.5. Contribute to long-term estate planning to ensure facilities support the educational vision.
- 6.6. Maintain strong internal controls and audit readiness.

7. Safeguarding and Health and Safety

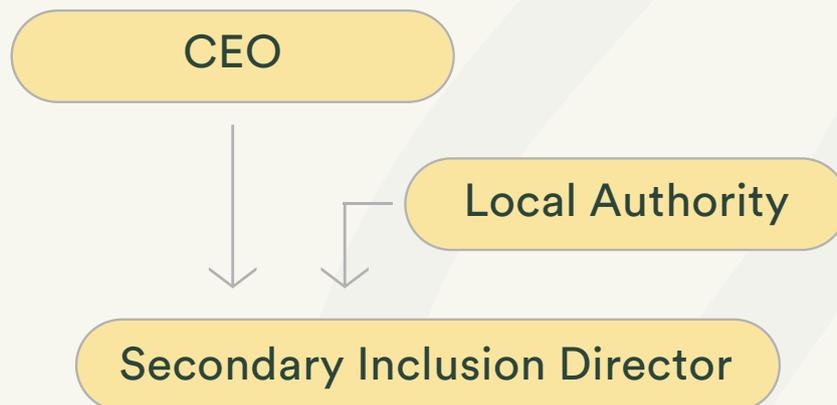
- 7.1. Ensure safeguarding practice is embedded, robust and understood by all staff.
- 7.2. Maintain full compliance with statutory responsibilities relating to health, safety and data protection.
- 7.3. Promote a calm, secure and emotionally safe environment for pupils and staff.

Dignity at Work:

To show, at all times, a personal commitment to treating all customers and colleagues in a fair and respectful way, which gives positive regard to people's differences and individuality (for example, gender, gender identity, nationality or ethnic origin, disability, religion or belief, sexual orientation, age).

Assists in ensuring equal access to services and employment opportunities for everyone and promotes the Equal Opportunities in Employment Policy adopted by the Venn Academy Trust.

Structure Chart



Person Specification

The information listed as essential (shaded column) is used as part of the job evaluation process. The requirements identified as desirable are used for recruitment purposes only. Codes: AF = Application Form, I = Interview, CQ = Certificate of Qualification, R = References (should only be used for posts requiring DBS), T = Test/Assessment, P = Presentation.

Criteria	Essential	Desirable	How Identified
1. Education, Qualifications & Experience			
Degree and recognised professional teaching qualification	✓	✓	AF/CQ
A record of recent and relevant continuing professional development	✓		AF
Experience with specialist education	✓		AF
Significant experience as a senior leader in education (DHT/AHT or equivalent)	✓		AF/I/R
SEN experience	✓	✓	AF
A proven track record of effective outcomes when working with vulnerable children	✓		I/R
A proven track record of successful partnership working with external stakeholders	✓		I/R
Experience in delivering outstanding teaching and learning	✓		I
Evidence of strategic planning and budgetary management	✓		AF/I/R
Clear understanding of the current educational landscape	✓		I
Post graduate educational or leadership and management qualification		✓	AF/CQ
SEND qualification		✓	AF/CQ
Leadership in a specialist or AP organisation		✓	AF
Work across a range of school types and sizes		✓	AF
Successful management of organisational change (HR/Finance)		✓	I
2. Knowledge, Skills & Understanding			
Comprehensive knowledge of Ofsted's Schools Inspection criteria and processes	✓	✓	I/R
Ability to communicate in a way that inspires others	✓		I
Understanding of the statutory educational framework	✓	✓	AF/I/R

Person Specification

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Criteria	Essential	Desirable	How Identified
Clear understanding and knowledge of Information Management Systems and technological digital platforms for education use	✓		AF/I/R
Experience of strategic planning and financial management	✓	✓	AF
Experience of risk management	✓		AF/I/R
Understanding of equality and diversity in employment and service delivery	✓		AF/I/R
Clear understanding of governance structures and processes within a Trust context	✓		AF/I/R
Clear knowledge and understanding of DfE / other external body monitoring visits and inspections of new schools	✓		AF/I/R
Ability to write contracts and negotiate	✓		AF/I/R
Motivation to work with children and young people and/or vulnerable adults	✓		AF/I/R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people and/or vulnerable adults	✓		AF/I/R
A knowledge and commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults	✓		AF/I/R
Clear understanding of contract management	✓	✓	AF/I/R
3. Personal Qualities			
Belief in and commitment to the over-arching values of the Trust	✓		I/R
Commitment to the highest standards	✓		AF/I/R
Ability to work flexibly and collaboratively as part of a team	✓		AF/I/R
Ability to build a positive organisational culture	✓		AF/I/R
A strategic and analytical thinker	✓		AF/I/R
Resilience	✓		I

Person Specification

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Criteria	Essential	Desirable	How Identified
Self-awareness	✓		I
Commercially aware in the context of educational commissioning		✓	AF/I
<i>The requirements listed below are not considered during the job evaluation process, but are essential requirements for the role that will be assessed during the recruitment process.</i>			
4. Additional Requirements			
Driving licence and access to a vehicle	✓		AF
5. Disclosure of Criminal Record			
The successful candidate's appointment will be subject to the Trust obtaining a satisfactory Enhanced and Barring List Disclosure from the Disclosure and Barring Service (if ticked as an essential requirement).	✓		DBS Disclosure
If the post-holder requires a DBS disclosure the candidate is required to declare full details of everything on their criminal record.	✓		AF (after short listing)
If the post-holder does not require a DBS disclosure the candidate is required to declare unspent convictions only.		✓	AF (after short listing)

Venn Academy Trust is committed to achieving fairness and equality in employment and welcomes applications from all sections of the community.

Our Trust is fully committed to safeguarding and promoting the welfare of pupils and expects all staff to share this commitment.

The successful candidate will be required to undertake an Enhanced DBS check.

Online searches will be carried out as part of Venn Academy Trust's recruitment due diligence for all shortlisted candidates, in line with Keeping Children Safe in Education.