

## **DIRECTOR OF INCLUSION**

Leadership Team | Full Time | Permanent | c.£80,000

### **Chiara Badano Catholic Education Trust**

<b>Salary</b>	c.£80,000 per annum
<b>Contract</b>	Permanent, Full Time (52 weeks per year)
<b>Responsible to</b>	Chief Executive Officer (initially subject to Trust development)
<b>Responsible for</b>	Trust Network Leads: SENDCos, DSLs, Attendance Leads, Behaviour Leads, Designated Teachers for LAC, Curriculum Access and CPD leads (with Scope subject to Trust Development)
<b>Initial base</b>	Across BPS (Cleckheaton) and BKCAT (Featherstone) – with regular travel across all academies
<b>From Sept 2026</b>	Trust-wide across all Chiara Badano Catholic Education Trust academies
<b>Start Date</b>	As soon as possible by negotiation
<b>Closing Date</b>	Monday 6th July
<b>Interviews</b>	W/C 13 <sup>th</sup> July

#### **Welcome from our Chair**

Thank you for your interest in the role of Director of Inclusion of the new Blessed Chiara Badano Catholic Education Trust. We are delighted to introduce this opportunity at a particularly important and exciting moment in our journey.

This role arises from the coming together of three established and successful Catholic Multi Academy Trusts: Bishop Konstant Catholic Academy Trust, Blessed Peter Snow Catholic Academy Trust and St Gregory the Great Catholic Academy Trust. Each Trust has built a proud record of serving its schools and communities grounded in a deep commitment to our Catholic faith and a shared belief that every child deserves an excellent education and the opportunity to thrive, the new Trust, named in honour, of Blessed Chiara Badano will be a joyful witness to the power of love and faith, even in the hardest of times.

The Director of Inclusion is one of the most important appointments we will make. You will be a founding executive leader of a new Trust, present at the creation, helping to shape who we are and how we serve the most vulnerable children across more than 40 schools. You will hold strategic authority across SEND, Safeguarding, Attendance, Behaviour, Looked After Children, Curriculum Access and professional development, you will lead our Trust-wide professional networks, the engine rooms of inclusion improvement, bringing together SENDCos, DSLs, Attendance Leads, Behaviour Leads and Designated Teachers in a shared endeavour.

This is a large brief, but the areas the candidate will be responsible for overlap – and as time progresses a team will be formed to support our schools and pupils.

Initially the role will be appointed to Blessed Peter Snow Catholic Academy Trust (BPS), it will work across Blessed Peter Snow Catholic Academy Trust (BPS), Bishop Konstant Catholic Academy Trust and St Gregory the Great Catholic Academy Trust in collaboration, ensuring every decision is made in line with the strategic direction of the Bishops Vision for Education. As the merger progress the role will transfer to the Blessed Chiara Badano

Catholic Education Trust (BCBCET), along with all other BKCAT colleagues (see appendix A).

We are looking for a leader who is energised by that prospect and who has the wisdom, resilience and moral purpose to build something exceptional from two already strong foundations.

This is a founding senior leadership role, The Director of Inclusion will join our Leadership Team from the outset and will play a significant role in this next chapter. Working closely with the CEO, Board, school leaders and staff to help unite the Trusts around a shared vision and culture, ensuring that the strengths of each organisation are respected while creating a single, coherent Trust which supports our children and young people to flourish.

The Director of Inclusion is one of the most important appointments we will make, present at the creation. You will support the CEO in ensuring that the new Trust establishes a clear presence at both regional and national level, engaging with policymakers and other Trusts, particularly our Diocesan companion Trust, St Carlo Acutis Catholic Education Trust (SCACET). Through this you will help position Catholic education at the forefront of educational change and improvement.

Our Trust is rooted in the mission of the Catholic Church. All academies operate in accordance with Canon Law, the teachings of the Church and the Trust Deed of the Diocese of Leeds. The Director of Inclusion will need to be sympathetic of this and act as a steward of this mission, supporting the CEO in ensuring that the Trust remains a faithful and dynamic expression of Catholic values.

As the Diocese transitions from five CMATs to two CETs, the Director of Inclusion will work closely with their counterpart in SCACET to shape a coherent, future-focused inclusion landscape across the Diocese. The merger offers a unique platform to build on the strong foundations already in place, while shaping a clear and ambitious future for all our schools.

Thank you for your interest in this important role. We wish you every success with your application. For further information or an informal, confidential discussion please contact:

Antonia Dorsey  
Chair  
Blessed Peter Snow Catholic Academy Trust  
[a-dorsey@bpstrust.org.uk](mailto:a-dorsey@bpstrust.org.uk)

## **About the Chiara Badano Catholic Education Trust**

### **Our Patron: Blessed Chiara Luce Badano**

The Trust is named in honour of Blessed Chiara Luce Badano (1971-1990), an Italian teenager beatified by Pope Benedict XVI in September 2010. Chiara was a joyful, ordinary young woman who, on receiving a diagnosis of a painful bone cancer at the age of seventeen, embraced her suffering with extraordinary faith and love.

Known as "Chiara Luce" (clear light) and beatified as a patron of youth, athletes and the sick, Chiara Luce speaks powerfully to everything we believe about Catholic education.

### **The Trust**

The Blessed Chiara Badano Catholic Education Trust is a new Catholic Multi-Academy Trust within the Diocese of Leeds, comprising over 40 schools across West Yorkshire, it will be one of the largest Catholic MATs in the north of England. It will be formed from the merger of three distinguished existing Catholic trusts in the diocese:

- **Blessed Peter Snow Catholic Academy Trust (BPS):** 14 Catholic academies across Kirklees and Calderdale. Established in 2014 and relaunched in 2019, BPS has grown rapidly and developed a strong reputation for effective, supportive Catholic school improvement. Named after Blessed Peter Snow, an English Catholic martyr.
- **Bishop Konstant Catholic Academy Trust (BKCAT):** 12 primary and 3 secondary academies across Wakefield, Leeds, Kirklees and the East Riding of Yorkshire. Founded in 2012 — the first Catholic academy trust in the Diocese of Leeds — BKCAT carries the motto "Learning Communities, Inspired by Faith" and is named in honour of Bishop David Konstant, the eighth Bishop of Leeds, a renowned champion of Catholic education.
- **Selected academies from St Gregory the Great Catholic Academy Trust:** academies serving communities in Leeds, joining the new Trust as part of the Diocese of Leeds's vision for a unified family of Catholic schools.

We are united by a shared Catholic vision and the Diocese's commitment to an outstanding family of schools, when fully formed, the Trust will be one of the largest Catholic Multi-Academy Trusts in the north of England, comprising over 40 schools, serving thousands of children and young people across West and North Yorkshire.

### **The Merger and Transition**

The formal merger begins later this year. During the transition period, the successful candidate will work across BPS and BKCAT, supporting both organisations to operate effectively and collaboratively while the legal, structural and cultural work of merger is completed. This interim phase is an integral part of the role and a remarkable opportunity. The Director appointed will be a founding leader of a new Trust, helping to shape its identity, values and ways of working from the very beginning.

We are clear that this is not simply an administrative merger. It is a mission-driven coming together of Catholic schools that share a heritage, a faith and a commitment to the children and communities they serve. The right candidate will understand both the complexity and the privilege of leading through this kind of change.

## **The Role**

The Director of Inclusion is a senior Leadership post, sitting on the Trust's Leadership Team and reporting directly to the CEO. The post holder will hold Trust-wide strategic and operational accountability for all inclusion-related functions, working across more than 40 schools once the merger is complete, and initially across BPS and BKCAT from the point of appointment.

A defining feature of this role is network leadership. The post holder will establish, chair and continuously develop Trust-wide professional networks for SENDCos, Designated Safeguarding Leads, Attendance Leads, Behaviour Leads, and Designated Teachers for Looked After Children. These networks are the engine room of inclusion improvement: they build professional capacity, create consistency, enable early identification of concerns and ensure no school faces complex challenges alone.

During the merger period, the post holder will play a critical role in aligning inclusion policy, practice and culture across BPS and BKCAT identifying shared strengths, harmonising approaches and preparing the ground for a unified Trust-wide inclusion framework. This is complex, important work, and it carries with it the privilege of helping to found a new organisation rooted in Catholic values and a genuine commitment to every child.

## **Key Areas of Responsibility**

### **1. Strategic Leadership of Inclusion**

- Develop, lead and evaluate a coherent Trust-wide Inclusion Strategy aligned to the Chiara Badano Catholic Education Trust's mission, values and strategic priorities.
- Provide expert advice, constructive challenge and professional support to the CEO, Executive Team, Trust Board and headteachers on all matters of inclusion.
- During the merger period, lead the alignment of inclusion policy and practice across BPS and BKCAT, supporting a smooth and purposeful transition into the new Trust structure.
- Attend and present at Trust Board and relevant committee meetings, providing high-quality inclusion data, trend analysis and strategic narrative reporting.
- Represent the Trust in relationships with the Diocese of Leeds, local authorities across West Yorkshire, NHS partners, the DfE and the Regional Director.
- Lead on statutory compliance across all inclusion areas, ensuring the Trust meets its legal obligations under the Children and Families Act 2014, KCSIE, Equality Act 2010 and all related legislation.
- Contribute to the Trust's self-evaluation processes, ensuring inclusion is rigorously assessed and drives improvement planning at school and Trust level.

### **2. Professional Network Leadership**

The Director of Inclusion will establish, chair and develop the following Trust-wide professional networks across all BPS and BKCAT schools from the outset, expanding to cover all Trust schools as the merger completes:

- **SENDCo Network:** Professional leadership, peer learning and quality assurance across school-based SENDCos; sharing best practice, legislative updates and collectively developing the Trust's graduated response framework.
- **Designated Safeguarding Lead (DSL) Network:** Regular peer supervision, case discussion (anonymised), policy review and collaborative CPD for school DSLs across both former trusts and into the new Trust; building a consistent, high-quality safeguarding culture.

- **Attendance Network:** Bringing attendance leads together to share data, strategies and early intervention approaches; driving collective accountability and consistent application of the Trust's attendance framework.
- **Behaviour Network:** Developing a shared approach to behaviour, relational practice and restorative approaches; supporting behaviour leads to implement consistent, evidence-based strategies.
- **Designated Teacher Network (LAC):** Supporting and developing Designated Teachers for Looked After and Previously Looked After Children, enabling them to champion the interests of these pupils effectively.
- Ensure all networks meet at regular, planned intervals with clear agendas, recorded outcomes and followed-up actions.
- Commission and deliver high-quality CPD through and for each network.
- Use network intelligence to identify patterns, emerging risks and improvement priorities Trust-wide.
- During the merger period, use networks as a vehicle for cultural integration — building professional relationships and shared identity across staff from BPS and BKCAT.

### 3. Safeguarding & Child Protection

Safeguarding is the Trust's highest and most non-negotiable priority. The Director of Inclusion will be the Trust's most senior safeguarding leader.

- Act as the Trust's Strategic Safeguarding Lead, holding Designated Safeguarding Lead (DSL) status at Trust level and providing DDSL oversight across all schools.
- Ensure all academies comply fully with Keeping Children Safe in Education (KCSIE), Working Together to Safeguard Children, and local multi-agency safeguarding frameworks across all relevant local authority areas (Kirklees, Calderdale, Wakefield, Leeds, North Yorkshire, East Riding).
- Chair the DSL Network, providing regular professional supervision, case discussion and peer support to school-based DSLs across all Trust schools.
- Lead on Trust-wide safeguarding quality assurance through regular school audits, case file reviews and policy reviews.
- Oversee the management of complex, escalating or cross-school safeguarding concerns, liaising with children's services, police and multi-agency partners.
- Ensure all Trust staff receive statutory safeguarding training in line with KCSIE; oversee DSL training and certification for all designated leads.
- Lead on Prevent duty compliance and oversee safer recruitment practices across all academies.
- Provide clear, regular safeguarding reports to the Trust Board and named Safeguarding Trustee.
- During the merger period, lead on the harmonisation of safeguarding policies, procedures and audit processes across BPS and BKCAT, ensuring no gap in protection during transition.

### 4. Special Educational Needs and Disabilities (SEND)

- Set the strategic vision for SEND provision across all Trust academies, ensuring high ambition, consistent practice and equitable outcomes.
- Chair the SENDCo Network, providing professional leadership, quality assurance and development across the Trust.
- Lead on EHCP quality, timeliness and compliance including LA consultation across multiple local authorities and manage complex or escalated cases.
- Develop and monitor a coherent Trust-wide graduated response framework, ensuring consistent application across all schools.

- Oversee co-production with pupils, families and carers, ensuring their voice is central to planning and review.
- Monitor and analyse SEND data Trust-wide, driving improvement and reducing disparities across schools and cohorts.
- Oversee the deployment of SEND funding across the Trust, ensuring transparency, equity and value for money.
- During the merger, audit SEND provision, policies and resources across BPS and BKCAT and lead a harmonisation process that strengthens rather than disrupts existing good practice.

## **5. Attendance**

- Lead the Trust's strategic approach to pupil attendance in line with DfE statutory guidance.
- Chair the Attendance Network, supporting school leads to develop evidence-based strategies for reducing persistent and severe absence.
- Ensure consistent application of Trust attendance policy, with clear escalation pathways and early intervention triggers.
- Oversee relationships with local authority attendance teams and education welfare services across all Trust local authority areas.
- Monitor attendance data Trust-wide with particular focus on vulnerable cohorts (SEND, LAC, disadvantaged, EAL).

## **6. Behaviour, Culture & Inclusion**

- Lead the development of a Trust-wide behaviour and culture framework rooted in high expectations, relational approaches, restorative practice and Catholic values.
- Chair the Behaviour Network, supporting behaviour leads to implement consistent, evidence-informed strategies.
- Provide strategic oversight of Trust-wide use of suspensions and permanent exclusions, ensuring statutory compliance, equity and relentless focus on reintegration.
- Oversee appropriate use of managed moves, off-site direction and Alternative Provision.
- Work closely with the SEND function to ensure pupils with complex behavioural presentations receive appropriate assessment and support.

## **7. Looked After Children (LAC) & Previously Looked After Children**

- Hold Trust-wide strategic responsibility for the education, wellbeing and outcomes of LAC and PLAC.
- Chair the Designated Teacher Network, empowering Designated Teachers in each school to advocate effectively for looked after pupils.
- Oversee the quality, ambition and timeliness of Personal Education Plans (PEPs) across all schools.
- Act as the Trust's senior point of contact with Virtual School Heads across all relevant local authorities.
- Ensure the effective deployment of Pupil Premium Plus funding for LAC.
- Monitor and analyse LAC attainment, attendance and exclusion data Trust-wide, driving targeted support.
- Embed a culture of corporate parenting across all Trust schools.

## **8. Curriculum Access**

- Work with the Trust's Director of Education and headteachers to ensure curriculum design and delivery is accessible to all learners.

- Promote adaptive teaching as the primary driver of inclusion, reducing over-reliance on withdrawal or additional adult support.
- Lead on strategies to reduce educational gaps for disadvantaged pupils, those with SEND and other vulnerable cohorts.
- Ensure robust transition planning at all key stages for pupils with additional needs.

#### **9. Professional Development & Capacity Building**

- Design and lead a Trust-wide CPD programme for inclusion — using the five professional networks as the primary vehicle for ongoing learning.
- Build the expertise of SENDCos, DSLs, Attendance Leads, Behaviour Leads and Designated Teachers across all schools, including support for NASENCo and DSL qualifications.
- Champion inclusion in Trust-wide leadership development and succession planning.
- Stay at the forefront of national policy, research and practice; disseminate and embed learning across the Trust.

## Person Specification

Items marked E are Essential; items marked D are Desirable.

Category	Criteria	E / D
<b>Qualifications</b>	Degree-level qualification or equivalent professional experience	<b>E</b>
	Qualified Teacher Status	<b>D</b>
	NASENCo Award or equivalent postgraduate SEND qualification	<b>D</b>
	Up-to-date Designated Safeguarding Lead training (or commitment to undertake immediately)	<b>E</b>
<b>Experience</b>	Substantial senior leadership experience in education at headteacher, deputy or Director level	<b>E</b>
	Proven track record of strategic leadership across SEND, safeguarding, attendance and/or behaviour in a multi-school context	<b>E</b>
	Experience of establishing and leading professional networks or communities of practice across multiple schools	<b>E</b>
	Experience as a DSL, including management of complex multi-agency safeguarding concerns	<b>E</b>
	Experience of leading through significant organisational change, including mergers, growth or restructuring	<b>D</b>
	Experience of working across multiple local authority areas	<b>D</b>
	Track record of improving outcomes for pupils with SEND, LAC or other vulnerable groups	<b>E</b>
	<b>Knowledge</b>	Deep knowledge of the SEND Code of Practice, Children and Families Act 2014 and related legislation
	Comprehensive up-to-date knowledge of KCSIE, Working Together and multi-agency safeguarding frameworks	<b>E</b>
	Strong understanding of DfE statutory guidance on attendance and behaviour/exclusions	<b>E</b>
	Knowledge of LAC legislation, including PEPs, Pupil Premium Plus and the Virtual School Head role	<b>E</b>
	Understanding of Ofsted inspection frameworks for inclusion, safeguarding and attendance at school and MAT level	<b>E</b>
	Knowledge of and commitment to Catholic education, its values and its distinctive character	<b>E</b>

<b>Category</b>	<b>Criteria</b>	<b>E / D</b>
<b>Skills</b>	Ability to develop and execute strategic plans with clear outcomes and accountability	<b>E</b>
	Skilled network leader able to design, chair and sustain professional communities of practice that improve school practice	<b>E</b>
	Strong analytical skills ability to interpret complex data across multiple schools and local authorities	<b>E</b>
<b>Personal Qualities</b>	Exceptional interpersonal, communication and influencing skills— able to build trust, influence and has the ability to challenge headteachers professionally with rigour and humanity	<b>E</b>
	Confident presenter to Executive, Board and Diocese audiences	<b>E</b>
	Ability to manage a complex portfolio across a large, geographically dispersed Trust	<b>E</b>
	Unwavering commitment to safeguarding and the welfare of children	<b>E</b>
	Energised by the opportunity to help found and build a new Trust from the beginning	<b>E</b>
	Deep moral purpose and genuine passion for inclusive, equitable Catholic education, ethos, mission and values of the Trust, and comfortable working within a faith context able to model the spirit of Blessed Chiara Luce Badano	<b>E</b>
	High levels of personal integrity, empathy and emotional intelligence	<b>E</b>
	Resilient, calm and solutions-focused under pressure	<b>E</b>
Courageous — willing to raise difficult issues and advocate for what is right	<b>E</b>	
Collaborative leader who builds teams, develops others and creates shared ownership	<b>E</b>	
	Committed to safeguarding and the welfare of children and young people	<b>E</b>
	Willing to travel regularly across all Trust schools across West and North Yorkshire	<b>E</b>

### **Conditions of Services**

- Salary: c.£80,000 per annum, negotiable for an exceptional candidate, set within the Trust's Executive Pay Framework.
- Pension: Teachers' Pension Scheme (or LGPS as appropriate).
- Annual Leave: 28.5days +BH for less than 5 yrs service and 33.5 more than 5yrs + BH.

- Hours: Full time, 52 weeks. Executive roles involve regular evening commitments and occasional weekend working.
- Base: Initially across BPS (Cleckheaton) and BKCAT (Featherstone), with Trust-wide travel. A central Trust office will be established as the merger progresses.
- Satisfactory References
- DBS: Enhanced DBS check with barred list check required.
- Probation: Six-month probationary period.

### **Safeguarding & Safer Recruitment**

The Chiara Badano Catholic Education Trust is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share and embody this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check with barred list check, and employment is subject to satisfactory completion of all pre-employment checks in line with Keeping Children Safe in Education (KCSIE), including identity verification, right to work in the UK, satisfactory references, and overseas checks where applicable.

In line with KCSIE, the Trust will conduct online searches on all shortlisted candidates as part of due diligence. All applicants must disclose any unspent convictions, cautions, reprimands or warnings relevant to this post. This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

As a Catholic Trust within the Diocese of Leeds, we are committed to recruiting staff who are supportive of our Catholic ethos, mission and values. We promote diversity and want a workforce which reflects the communities we serve across West and North Yorkshire.

### **How to Apply**

To apply, please submit: <https://mynewterm.com/jobs/2356/EDV-2026-BPSCAT-61687>

Applications should be submitted to:

Closing date: Monday 6<sup>th</sup> July 2026, 12 noon

Interviews: w/c 13<sup>th</sup> July 2026

We strongly encourage candidates to arrange an informal conversation with our Chair prior to applying. Please contact Antonia Dorsey [a-dorsey@bpstrust.org](mailto:a-dorsey@bpstrust.org) to arrange this.

## **APPENDIX A**

### **Merger Context & Integration Responsibilities**

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This appendix sets out the elements of the role that are specific to the merger of Bishop Konstant Catholic Academy Trust (BKCAT), Blessed Peter Snow Catholic Academy Trust (BPS) and selected schools from St Gregory the Great Catholic Academy Trust to form the Chiara Badano Catholic Education Trust. These responsibilities are front-loaded in the early phase of the role and are central to its success.

#### **The Merger and Transition**

The formal merger begins later this year. The Chiara Badano Catholic Education Trust will be formed from three Catholic trusts:

- Bishop Konstant Catholic Academy Trust (BKCAT): 12 primary and 3 secondary academies across Wakefield, Leeds, North Kirklees and the East Riding of Yorkshire, founded 2012.
- Blessed Peter Snow Catholic Academy Trust (BPS): 14 Catholic academies across Kirklees and Calderdale, established 2014, relaunched 2019.
- Selected academies from St Gregory the Great Catholic Academy Trust serving communities in Leeds.

During the transition period, the successful candidate will work across BKCAT (Featherstone) and BPS (Cleckheaton) supporting both organisations to operate effectively and collaboratively while the legal, structural and cultural work of merger is completed. This is not simply an administrative merger — it is a mission-driven coming together of Catholic schools that share a heritage, a faith and a commitment to the children and communities they serve.

#### **Merger Integration & Change Management Responsibilities**

- Lead the inclusion workstream of the merger integration — the most immediate and operationally complex priority in the early phase of the role.
- Audit existing inclusion structures, teams, policies and practices across BPS and BKCAT, identifying points of alignment and divergence.
- Develop and implement a phased integration plan that harmonises Inclusion policies and practices, taking cognisance of the need to not risk, disrupt or de-stabilise safeguarding controls during the transition.
- Manage all inclusion implications arising from the merger, working with the CEO to ensure compliance and clear communication with staff.
- Communicate openly and with care to staff across both former trusts throughout the transition — building trust, reducing anxiety and creating positive anticipation for the new organisation.
- As academies from St Gregory the Great join the Trust, oversee subsequent integration of their inclusion functions and staff.
- Audit and harmonise inclusion practices and processes across BPS and BKCAT.