

## Assistant Headteacher Inclusion and Diversity & Equity Champion L11- L15



**Application information**

## Assistant Headteacher - Inclusion and Diversity & Equity Champion

**"Larkmead is a happy and inclusive school because, as one parent said, pupils 'are at the heart of what Larkmead does'. – First line of 2024 Ofsted Inspection**

Larkmead School is seeking to appoint an Assistant Headteacher to champion inclusion, diversity & equity. This opportunity follows the appointment of our current AHT Inclusion Lead as Headteacher of Iffley Academy.

The framing of 'Champion' is very deliberate, reflecting the value the school already places on inclusion and the faith that parents have in our provision. The successful candidate will build upon the existing successes and ethos of Larkmead, playing a key role in overcoming barriers experienced by pupils so that everyone is able to belong, achieve and thrive in all areas of school life, in particular those pupils who need additional support.

The successful candidate will lead and be part of a dedicated team who share in Larkmead's inclusive and ambitious values.

Our SENCo, Deputy SENCo, HLTAs, TAs and SEND administrator are based in a dedicated area of the school. Alongside work rooms and offices, KS3 pupils are based in The Nest and KS4 in The Roost, spaces designed to meet their needs and create a safe, welcoming environment to support learning. The Learning Support Department is situated next to the school garden and the cycle repair workshop.

Larkmead's Enhanced Pathway is known as 'The Hive', and was opened in September 2025, close to our Pastoral Hub and our Mental Health support leads.

The Inclusion and Diversity & Equity Champion will work as part of a supportive and collegiate SLT, working with our AHT Champion for Attendance, Behaviour and Culture to ensure effective communication and close work with our key pupils and families.

Our inclusive culture is summed up in the key phrase from The Larkmead Promise that "At Larkmead, everyone matters and makes a difference." Student surveys, parent surveys and Ofsted Parent View, all confirm this, and we are determined to nurture these values in the experience of every member of Larkmead's vibrant and diverse community

This is an exciting opportunity for a leader with the moral purpose and desire to make a difference in the lives of young people, their families and our school. The role will enable the successful candidate to develop the whole school experience and impact that will support career development while working as part of a mutually supportive SLT and wider leadership team committed to achieving our goals for our students, staff and school.

### Life at Larkmead

Larkmead is a happy, ambitious and vibrant school packed full of energy, opportunity and choice. Great teaching and learning across the school are supported by our culture of research and collaboration. Each student deserves the very best experience to enable them to achieve their ambitions. Our pastoral care provides compassion, security and confidence, nurturing students to be happy, to develop and to thrive. [The Larkmead Promise](#) sets out our vision, ethos and ambitions for students and staff:

At Larkmead we will work together to help you to achieve your ambitions, hopes and dreams. Larkmead is a very special school and community, with wonderful students and staff. We believe that everyone can achieve great things.

- At Larkmead there is a whole world of exciting new knowledge and skills to learn, opportunities to embrace and challenges to meet.
- Larkmead staff really get to know you so that they can support and encourage you to achieve your very best.
- At Larkmead you will develop your character, the qualities that make you a good person, a good friend, and will set you up for the future.
- At Larkmead, everyone matters and makes a difference.
- At Larkmead you will develop your self-confidence and do yourself proud.
- Larkmead is a happy, caring community with high expectations and ambitions for everyone.
- Larkmead is packed with wonderful opportunities and specialist facilities.
- At Larkmead you'll enjoy a wealth of enriching experiences.
- Larkmead's vibrant Sixth Form is an inspiring pathway to success.

At Larkmead you will know that you are part of something special and that you are special too. You will be able to push for personal excellence as you make your ambition your special mission. You will enjoy the sense of pride that comes with knowing you have achieved your best. You'll know that you are an important member of one community, where you can be yourself as an individual, and where you are creating a very bright future.

Our ethos of 'one community, individual minds, creating futures' applies to Larkmead staff as well as Larkmead students. Colleagues at Larkmead can be proud to be part of something special, making a real difference to the lives and life chances of our students. It is a rewarding place to work as part of a mutually supportive team where everyone matters and makes a difference. Our thoughtful approach to wellbeing means that staff have the support and challenge to succeed and advance.

Personal, professional and career development is fundamental to being part of Larkmead. Our induction programmes for all new colleagues are carefully planned to give colleagues the practical strategies, advice and guidance they need to support a successful start at Larkmead. Continuous professional development is at the heart of our work at school. Our culture of research and reflection, supported by practical strategies and collaboration across teams, is backed up by access to a wide range of training and resources to suit your professional progress and growth in the classroom, as a leader or in whatever role you fulfil at Larkmead. Larkmead staff engage with the National College, and many colleagues are pursuing National Professional Qualifications and delivering training for a range of organisations.

## **Senior Leadership at Larkmead School**

The core purpose of a member of the Senior Leadership Team is to provide professional leadership and management on a whole school level and in particular in relation to their areas of responsibility.

Successful leadership at Larkmead involves modelling and demonstrating key professional attributes and actions, including:

- Courage, conviction and creativity to achieve the best outcomes for all
- Positive, enthusiastic outlook, creating and embracing opportunities and solutions
- Drive for improvement, sharing good practice and research with a focus on development

- Address underperformance through support and challenge, constructive conversations and coaching
- Visible and proactive presence around school, engaging with students and staff to support positive behaviour
- Effective communication and listening skills, influencing and inspiring individuals, teams and groups
- Respect, compassion, fairness and empathy towards others
- Advocacy for social justice, equality, diversity and inclusion for students and staff
- Integrity and consistency in relation to your own and the school's practice
- Mutual support in the face of challenges, promoting the well-being and mental health of yourself and others
- Mentoring and developing their teams, supporting career progression and succession planning
- Collaborative partnership working, within and beyond the school
- Leading learning as a reflective practitioner committed to continued professional development

**Senior leaders have collective and specific responsibility in relation to achieving:**

- Our School Development Plan priorities
- The Larkmead Promise
- Our shared expectations for students
- The attributes of the Larkmead Leaders programme
- The Cambrian Learning Trust Strategic Goals

**Job purpose and accountability: What will success look like?**

- The inclusive, high ambitions of the Larkmead Promise are lived in our culture where 'everyone matters and makes a difference', in particular those experiencing barriers
- Quality First Teaching and inclusive classroom practice has the most benefit for pupils experiencing barriers
- Early and accurate identification and assessment of students' needs and barriers are understood and prioritised to support swift and effective action
- Larkmead's ambitious professional culture, moral purpose and training programme ensures staff are equipped to support the achievement, engagement and well-being of pupils experiencing barriers
- Evidence-based provision is supported by rigorous monitoring and reflection to ensure appropriate action
- The personal development and engagement in enrichment of pupils experiencing barriers is prioritised, with measured and demonstrable impact
- Pupils feel agency because their needs are understood and barriers are removed, supporting good attendance, positive behaviour and engagement in and outside of class
- Engagement with Cambrian Learning Trust colleagues and other specialists supports appropriate provision
- Engagement with parents and carers builds understanding and productive relationships to support the success of pupils
- Students and staff recognise the impact of our ethos of supporting mental health and wellbeing.
- Safeguarding culture is open, vigilant, well-informed and proactive, with all staff modelling best practice.
- The school's approach to diversity, equity and inclusion celebrates our differences and commonality, eliminating harmful behaviours and discrimination and championing the protected characteristics in policy and practice.

- Larkmead's inclusive ethos and provision is transformational, enabling students to belong, achieve and thrive across all areas of school life.

Larkmead is proud to be part of the Cambrian Learning Trust, a network of schools nurturing opportunities and career development. Collaboration is an important benefit of working at Larkmead, with students and staff benefitting from our work with the OX14 Partnership of three state and three independent school, the Abingdon Partnership of primary and secondary schools as well as links with universities, employers and other organisations.

We are a diverse community and greatly value the contribution that colleagues from different backgrounds and with different experiences bring to our school. If you are keen to be part of a school with clear, positive values and which adds positive value to our students and staff then we look forward to meeting you.

### How to apply

**Visits** - We invite any prospective candidates for a tour of the school and meet Co-Headteachers Jonathan Dennett and Rich Evans. Please contact the school via [Head@LAR.CambrianIt.org](mailto:Head@LAR.CambrianIt.org) to arrange an appointment.

**Deadline** - Applications should be received by midnight on 20<sup>th</sup> April 2026 via MyNewTerm

**Shortlisting** - Shortlisted candidates will be notified via MyNewTerm

**Interview** - Interviews will take place on Monday 27<sup>th</sup> April and Tuesday 28<sup>th</sup> April 2026