

Director of Inclusion



Dartmoor Multi Academy Trust

...everyone in our Trust.



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Welcome.

Dear Applicant,

Thank you for your interest in the post of Director of Inclusion at Dartmoor Multi Academy Trust.

We are a Trust serving rural villages and market towns within and beyond Dartmoor National Park. We believe strongly that children should have every opportunity to access high quality education within their local community and, as many of our schools are rurally isolated, ensuring our schools provide inclusive education and environments is essential for the success of all children.



We are looking for an individual who shares this passion, has a strong understanding of inclusive practices, particularly for SEMH and neurodiverse children, and understands the pressures faced by school leaders. The successful candidate will need to be a talented and strategic leader with strong communication skills and a well-developed vision for inclusive education. We want someone who can: help teachers develop inclusive classroom practice; support leaders in designing and delivering appropriate interventions; provide professional leadership of SENDCos; create positive support networks for our families; and form strong professional partnerships with other Trusts and agencies.

Dartmoor Multi Academy Trust has undergone significant leadership changes in the last 12 months resulting in a stable and cohesive group of schools. Our 19 schools are diverse — ranging from one of the largest in Devon to one of the smallest in the country — and span primary, secondary and specialist phases. We work well together across the Trust, sharing expertise and supporting one another, while recognising that each school serves a unique community. Our culture is one of collaboration, empowerment and trust, giving our leaders high levels of autonomy to shape provision in ways that best meet the needs of their pupils and context. We expect our leaders and staff to be unwavering in our belief that all children can and will succeed.

If you are an ambitious and compassionate leader who sees potential where others see challenge — and if you are motivated by the opportunity to drive the development of a strong, inclusive trust wide culture, then we would be delighted to receive your application.

I would welcome discussions with interested parties. Please contact hmaunder@dmatschools.org.uk to arrange a conversation with myself.

Yours faithfully,

Rachel Shaw
CEO Dartmoor Multi Academy Trust



About Dartmoor Multi Academy Trust

The Trust currently has 3 secondary schools, 15 primary schools, and an all-through specialist SEMH school, two of our schools also have Communication and Interaction Resource Bases (CAIRBS). Many of our schools offer an extended wrap around care offer from 2 years. Each school is supported by the professional services team, helping over 4500 children and over 750 staff to thrive.

Trust Context

	Total on Roll	Male	Female	SEND	EAL	PP	FSM
DMAT	4475	51%	49%	23%	4%	26%	25%
Black Torrington C of E	3	67%	33%	SUPP	SUPP	SUPP	SUPP
Boasley Cross	40	45%	55%	13%	10%	10%	10%
Bradford Primary	24	33%	67%	17%	0%	21%	21%
Bridestowe Primary	86	50%	50%	30%	4%	17%	15%
Bridgerule C of E	64	50%	50%	23%	3%	11%	9%
Chagford C of E	137	51%	49%	15%	4%	15%	13%
Exbourne C of E	25	36%	64%	20%	0%	20%	20%
Highampton	33	55%	46%	30%	0%	33%	30%
Holsworthy	555	53%	47%	30%	2%	37%	34%
Lydford Primary	32	38%	63%	13%	3%	19%	19%
Milton Abbot	82	57%	43%	20%	0%	6%	6%
North Tawton	160	53%	47%	17%	2%	18%	17%
Northlew and Ashbury C of E	22	59%	41%	18%	0%	32%	32%
Okehampton	1067	49%	51%	22%	5%	23%	23%
Okehampton Primary	416	53%	47%	19%	10%	31%	28%
South Tawton Primary	202	52%	48%	12%	0%	12%	12%
St James C of E	247	47%	53%	15%	6%	29%	28%
Tavistock	1201	51%	50%	22%	3%	26%	24%
Promise	79	92%	8%	100%	1%	73%	68%





Trust Leadership

As the Director of Inclusion, you will join the Trust Executive School Improvement Team. We work collaboratively with a number of other Trusts to share best practice and make good use of our combined resources and links within our locality.

Our school improvement Trust team consists of:

CEO/Trust Leader 1.0FTE

Deputy Trust Lead/CFO 1.0 FTE

Primary Director of School Improvement 1.0 FTE

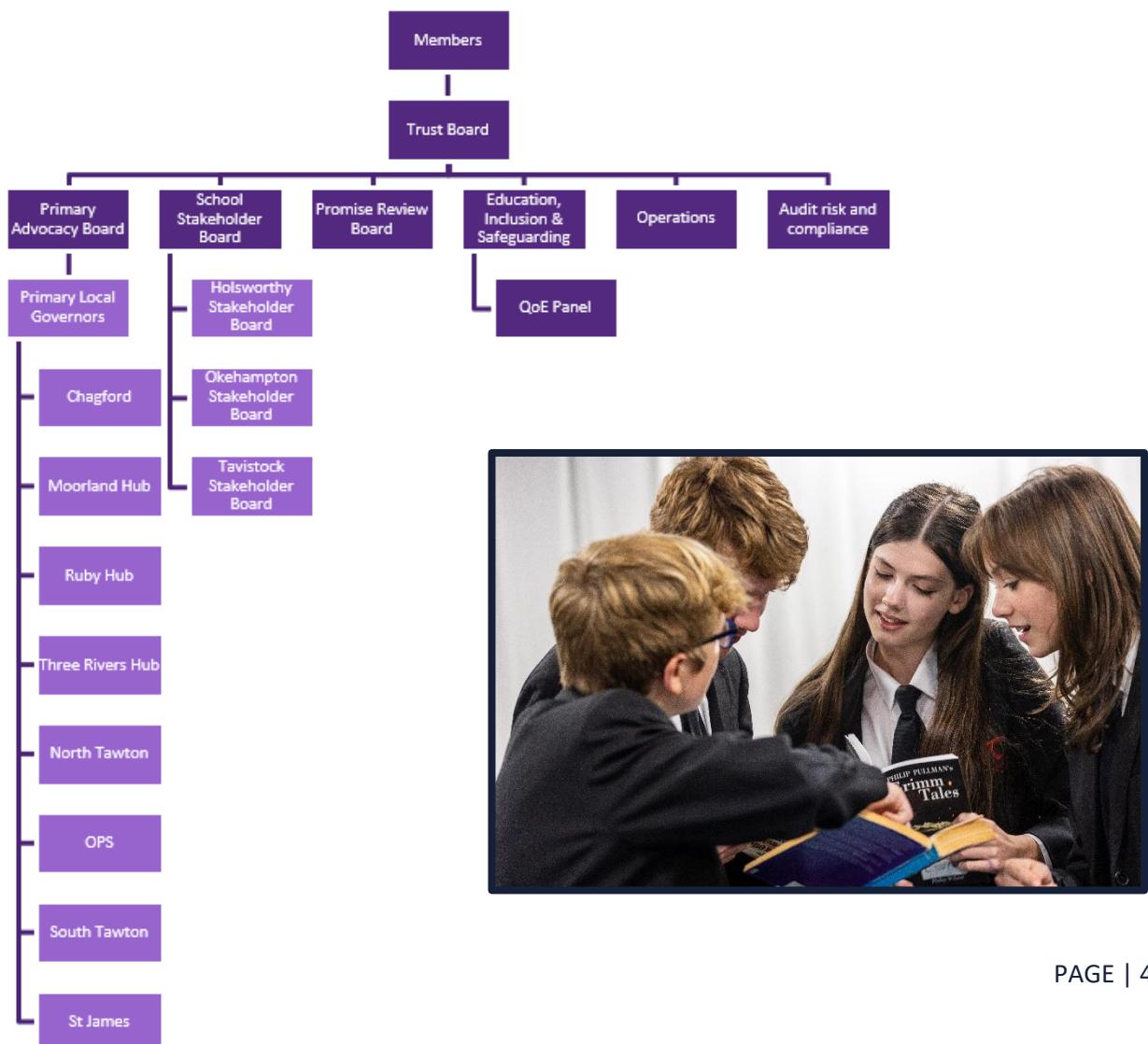
Secondary Director of School Improvement 0.6 FTE

Director of Safeguarding 0.5 FTE

NB Both the Secondary Director of Education and the Director of Safeguarding also work for Harbour Education Partnership ensuring both Trusts have full time access to these roles.

Trust Governance

The Trust has skilled and experienced Members and Trustees who are responsible for the strategic oversight of the Trust. Our schools have differing local governance arrangements depending on their context. We work closely with the diocese to ensure that all children can flourish and that the Christian distinctiveness of our Church Schools is maintained.





About Devon

Undoubtedly, one of the benefits of our Trust community is the opportunity to work in one of the most beautiful parts of the country. Its varied and stunning landscapes offer a range of activities to be enjoyed. Devon has two coastlines which include the fascinating Jurassic coast of the south, and the sandy beaches of the north.

Devon boasts two of the country's 15 National Parks and Dartmoor, with its high granite tors, provides the breathtaking backdrop to our schools. The Trust is located very near to an extensive cycle network which takes you around the county, from Drake's Trail to the Granite Way. This makes our immediate setting quite simply spectacular.

The historically significant Cathedral city of Exeter sits approximately 30 minutes' drive from many of our schools. There are major rail stations in Plymouth and Exeter, with regular links to London within two-and-a-half hours. Devon is well served by Exeter Airport and has ferry links to the continent from Plymouth.

We hope that you will have the same passion for our county, and our communities as we do.



Job Details (Part time 0.8 FTE or Full time 1.0 FTE)

Salary: L14-L18
£71,330 - £78,702

Starting date: as soon as available



Closing date:
Weds 28th Jan 2026

Interview:
Tues 3rd & Weds 4th Feb 2026

Job Description.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below.

Key Purpose of the Role:

The Director of Inclusion will provide strategic leadership across the Trust to ensure that all SEND pupils receive high-quality, equitable provision that enables them to thrive. The postholder will champion inclusion in all its forms, working with Principals, SENCOs, and Trust leaders to strengthen practice, close gaps, and secure exceptional outcomes for every learner.

Key Responsibilities

Strategic Leadership

- Develop and implement a Trust-wide Inclusion Strategy aligned with the Trust vision, values, and school improvement priorities.
- Provide expert leadership on inclusion, SEND, behaviour culture and equality.
- Ensure all schools meet statutory duties relating to SEND, the Equality Act, accessibility, and pupil wellbeing.
- Advise the Trust Board and Executive Team on inclusion-related policy, performance, and risk.

Improving Outcomes for Pupils

- Lead a coherent programme to raise standards, particularly for pupils with SEND.
- Monitor and analyse Trust-wide data to identify trends, strengths, and areas for improvement.
- Support schools to design and deliver effective interventions, personalised provision, and high-quality teaching for diverse learners.
- Ensure robust transition planning for pupils moving between phases and settings.
- Ensure pupil voice is central to Trust policies and practices.

Leadership of SEND and Inclusion Staff

- Provide professional leadership for school-based SENDCos, assistant SENDCos and other inclusion staff as necessary.
- Establish high-quality professional development programmes including coaching, training, and peer networks.
- Promote a culture of high expectations, reflective practice, collaboration, and continuous improvement.

Quality Assurance & Compliance

- Design and implement systems for quality assurance of inclusion and SEND provision across all schools.
- Support Principals/Headteachers and SENCOs to prepare for Ofsted and ensure inclusive practice is evident in all areas of school life.



- Audit compliance with SEND Code of Practice, safeguarding responsibilities, attendance expectations, and equality legislation.

Partnerships & External Engagement

- Build strong and purposeful relationships with local authorities, health services, social care, external agencies, and alternative provision partners.
- Represent the Trust at regional forums and maintain up-to-date knowledge of national policy and best practice.
- Develop strong parental networks that ensure that SEND families are well supported in their roles.

Policy, Systems & Reporting

- Lead the development, implementation, and review of Trust policies relating to inclusion, SEND, attendance, behaviour, and equality.
- Produce Trust-wide reports for Trustees, LGBs, and senior leaders on the impact of inclusion practice.
- Support schools in the effective use of budgets including SEND funding, pupil premium, and high needs allocations.
- Support schools in managing complaints processes.

The duties and responsibilities listed above describe the post as it is at present and will be reviewed annually to reflect plans, growth, and the development of the Trust. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.





Person Specification.

Factors	Criteria
Qualifications	Essential <ul style="list-style-type: none">Qualified Teacher StatusGood honours degree or equivalent
	Desirable <ul style="list-style-type: none">NPQEL, NASENCO qualification, or similarEvidence of further professional study
Professional knowledge and experience	Essential <ul style="list-style-type: none">Significant senior leadership experience in a primary, secondary or Trust wide roleProven track record of improving outcomes for SEND and/or disadvantaged pupils.Experience of leading change and implementing inclusive school improvement strategies.Experience of delivering and evaluating effective quality assurance processesStrong operational knowledge of statutory requirements and legislation for schoolsExpert knowledge of inclusive teaching practices and interventions.Deep understanding of the SEND Code of Practice, Equality Act, KCSIE, and all relevant statutory requirements.
	Desirable <ul style="list-style-type: none">Experience of working successfully across multiple schools or complex organisationsExperience of AP, SEMH provision and early help systems.
Key skills	Essential <ul style="list-style-type: none">A deep commitment to equity, belonging, and high expectations for all pupils.Strong interpersonal skills with the ability to challenge, inspire, and motivate colleagues.Highly skilled in building strong relationships across diverse school contexts and phases.Excellent communication, data analysis, and strategic planning capabilities.Track record of leading by example to promote the school's vision and values for the pupils, staff, Governors and parents of the schoolProven ability to build strong relationships that extend beyond the school and into the wider communityAbility to build cohesive and high functioning teams
Personal Qualities	Essential <ul style="list-style-type: none">Ambitious - shows commitment, responsibility, curiosity, aspiration and courageous leadershipCo-operative - builds positive relationships underpinned and sustained through dignity and respect and leads well with othersTransformative – works hard, is selfless and relentlessly pursues positive change for others

Terms of Appointment.

The position attracts a salary commensurate with its status and responsibilities. This role will be based at the Trust offices (Wardhayes, Simmons Way, Okehampton) and will require regular travel to schools across our Trust.



Equal Opportunities

Promoting equal opportunities is fundamental to the aims, values and ethos of Dartmoor Multi Academy Trust. The Trust has a commitment to champion equality of opportunities throughout the community and actively promotes co-operation and collaboration.

The Trust recognises the enormous benefits of diverse leadership, and actively and warmly encourage applications from a wide range of backgrounds.

Safeguarding Statement

The Dartmoor Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment. Any offer of employment made will be subject to receipt of satisfactory references and the satisfactory outcome of a Disclosure and Barring Service (DBS) check with children's barred list.

KCSIE online checks In line with the latest Keeping Children Safe in Education guidance

The People Team will be conducting a search of online records that are publicly available e.g., LinkedIn, news articles, etc. Such searches are only being conducted on candidates who have been successfully shortlisted and all data will be held securely in line with data protection regulations. Any concerns identified during such searches will be discussed with the candidate during the interview.

Due to our commitment to environmental sustainability, we provide a digital copy of this document. If for any reason you require this document in any other format, please contact us directly.

How to apply.

Ready to join the Dartmoor Multi Academy Trust family? We welcome your interest in joining our vibrant family of schools and the exciting opportunity this role brings.

For further information and to apply for this post please visit mynewterm

<https://mynewterm.com/jobs/16913/EDV-2026-DMAT-89749>

The closing date for application is Wednesday 28th January

Interviews: 3rd and 4th February

GDPR personal data notice

According to GDPR guidelines, we are only able to process your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

We look forward to hearing from you.

