Assistant Headteacher – Inclusion

Job Description

Purpose of the job

As a key member of the senior leadership team, the Inclusion Lead and SENCo will provide strategic leadership for inclusion and special educational needs across the school, ensuring that all pupils, regardless of need or circumstance, are supported to access a high-quality education and achieve their full potential. The postholder will lead the development, implementation and evaluation of the school's SEND and inclusion provision, ensuring that statutory duties and the SEND Code of Practice are met. They will work closely with pupils, families, staff, external professionals and the wider school leadership team to identify barriers to learning, secure appropriate support and promote positive outcomes. The role will also provide leadership and guidance to staff, develop inclusive practice and ensure that the school's approach to inclusion reflects its commitment to high expectations, belonging, wellbeing and achievement for every child.

Leadership

- Lead and manage SEND ensuring high standards of provision and care.
- Work closely with the Headteacher and governors to set policies and ensure compliance with national and local guidelines.
- Write and implement an effective inclusion strategy.
- Monitor and evaluate the effectiveness of interventions and provision in the areas of SEND.
- Fulfil duties reasonably directed by the Headteacher
- Lead on all aspects of SEND provision as the SENCo, ensuring compliance with the SEND Code of Practice.
- Oversee the identification, assessment, and support of pupils with SEND providing high-quality coaching support and strategies for teaching staff.
- Ensure high-quality teaching and learning support for pupils with additional needs so they have an inclusive experience and make good progress.
- Work in partnership with external agencies, parents, and carers to support pupils with SEND ensuring good relationships and close communication is a priority.
- Through partnership with the local authority, oversee the strategic leadership of a resource base and Early Years Inclusion Hub
- Lead staff training and development in inclusive/adaptive teaching
- Work alongside the Assistant Headteacher responsible for behaviour to ensure appropriate plans are implemented and evaluated for pupils with additional needs.
- Alongside the Assistant Headteacher monitor behaviour trends and implement interventions to support pupils with behavioural difficulties.
- Support teachers and staff in dealing with challenging behaviour effectively and consistently.
- Work with parents, carers, and external agencies to provide targeted support for pupils.
- Special Conditions: We are committed to safeguarding and promoting the welfare of the children; therefore, the post is subject to medical clearance and an enhanced DBS check under the Rehabilitation of Offenders Act 1974.

Teaching

- This is class-based role half a week covering PPA and the other half non-class based

Through a secure understanding of what effective teaching and learning is, work alongside the Senior Leadershp Team responsible for teaching and learning to ensure quality first teaching meets the needs of all pupils.

Special Conditions – This role is subject to an Enhanced DBS Check