



Atomix
Educational
Trust

Application Pack

Director of Inclusion



Dear Applicant,

At Atomix Educational Trust, our dedication lies in building a team of exceptional educators, support staff and managers who embody excellence in their roles, as they play a pivotal part in achieving our vision for the future. We are steadfast in our mission to deliver quality education, vocational skills and provide authentic, real-world learning experiences that equip young people with the practical skills needed for success.

As we look ahead, our colleges remains outwardly focused continually seeking to extend opportunities for all young people. Beyond equipping our students with job-ready skills, we are deeply committed to engaging them in employability skills, empowering them to navigate the jobs market with confidence and resilience.

Additionally, we prioritise the reintegration of young people back into school environments, offering tailored support and resources, to ensure a smooth transition and continues success in their academic or vocational journey.

We take pride in our ability to retain dedicated staff members, fostering a stable and supportive work environment, where individuals can thrive and grow. Within Atomix Educational Trust, a diverse multi academy trust, there are countless advantages to be gained. As our trust continues to expand, exciting new opportunities emerge, providing avenues for professional development, career progression and the opportunity to contribute meaningfully to our evolving organisation.

Join us in our commitment to fostering an enriching and rewarding work environment, where every member of our team plays a vital role in shaping the future of education.

I hope you find the application pack useful and look forward to receiving your application.

Nichole Munro
Chief Executive Officer
Atomix Educational Trust



Atomix Educational Trust believes that increased collaboration across the educational phases will benefit all learners throughout their educational journey. The Trust exists to promote and facilitate collaboration between schools and the college to our mutual benefit.

The partners in our Trust accept a shared accountability for all our learners and focus on ensuring positive outcomes and progression, particularly at transition points across the key stages.

Aspiring to become an all-through Trust, our innovative approach seeks to promote ambition, aspiration and provide security and the keys to success for our young people, for their future and the benefit of the region.

Our Trust engenders a love of learning through an exceptional quality of educational provision in which every learner is inspired and supported to fulfil their potential, enhancing their personal development and benefitting their community.

We recruit and retain teachers, support staff and managers of the highest calibre by investing in their professional development through training and progression opportunities.

Our schools and college offer a friendly, caring environment with high expectations, aspirations and supporting the highest levels of achievement.

Our Trust works through partnership with employers, community groups and other agencies to make our region a great place to live, learn and work.





We are looking to appoint a highly motivated Director of Inclusion to provide strategic leadership across all areas of SEND, High Needs and Alternative Provision, encompassing Early Years to Post Compulsory frameworks.

This is an opportunity to be part of an ambitious executive team driving educational excellence and lead meaningful change for hundreds of learners across our all-through provision. You'll work in a trust that values innovation, collaboration and professional growth, while shaping regional SEND provision as a strategic leader making a real difference to children and young people's lives.

If you are interested in this unique opportunity to lead a continually evolving Trust, are committed to making a difference and have the passion and integrity we are looking for, then we would welcome your application.

The ideal candidate will have:

- Substantial senior leadership experience in SEND and inclusion, ideally within a multi-academy trust environment.
- Qualified Teacher Status and NASENCo qualification (or equivalent)
- A proven track record of transforming outcomes for vulnerable learners
- Outstanding strategic thinking and stakeholder engagement skills
- The ability to inspire, challenge and support leaders across multiple sites.
- Experience of developing and maintaining strong relationships with external stakeholders such as Local Authorities, partner schools and employers

If you wish to discuss the role informally or would like to arrange a visit, please contact the HR Team at HR@atomix.ac.uk or 01287 280800 for further information.

Salary: SFCA Leadership Range L8 – L10 (£71,244 to £74,707 per annum)

Closing Date: noon on Friday 30th January 2026

Interview Date: w/c 9th February

Start Date: 20th April 2026 (an earlier start date would be possible if notice periods allow)

Employee Benefits include:

- Membership of the Teacher's Pension Scheme for all our teaching staff
 - Opportunities for training and professional development
 - Membership of Vivup, our Employee Benefits and Wellbeing Platform, including online GP
 - Cycle Scheme
 - On-site canteen for both staff and students
 - Free on-site parking
 - Discounted nursery provision on the Prior Pursglove College site (available to all Trust employees)
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An application pack can be downloaded from <https://www.atomix.ac.uk/careers/>. Please contact the HR Department at HR@atomix.ac.uk for any further information.

All applications must be submitted on a Trust application form and CVs will not be accepted.

We are an inclusive employer and we actively encourage applications from people from diverse and underrepresented backgrounds. If you need any assistance with your application in terms of reasonable adjustments, please let us know.

Safeguarding Information

Atomix Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

As this post involves direct contact with, or unsupervised responsibility for, children or vulnerable adults the successful candidate will be required to undertake a Disclosure and Barring Service check before taking up the position. Additional checks will include; identity checks, qualification checks and employment checks, including the investigation of any gaps between jobs and two satisfactory references.

ATOMIX EDUCATIONAL TRUST
PRIOR PURSGLOVE AND STOCKTON SIXTH FORM COLLEGE
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TS14 6BU
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Email: HR@atomix.ac.uk

Reporting to the Chief Executive Officer

Salary SFOA Leadership Pay Spine L8 to L10

Role Purpose:

To provide strategic leadership across all areas of SEND, High Needs and Alternative Provision encompassing Early Years to Post Compulsory frameworks. You will be a member of the Central Executive Team, steering excellence in our offer and ensuring high levels of accountability, statutory compliance, financial modelling and future proofing, positioning Atomix Educational Trust, as an anchor institution synonymous for providing excellence in inclusive and alternative education.

The role encompasses strategic planning, vision-setting, curriculum development, senior external stakeholder engagement, SEND pedagogy, staff development, and driving continuous improvement in outcomes for all learners with additional needs. The postholder will demonstrate high levels of competence in financial planning methodologies spanning the full SEND continuum from EYS to Post 16 provision, ensuring decisions are financially robust, sustainable and aligned to statutory and operational requirements.

Responsibilities may change with time and further college initiatives but, in the first instance, they will include:

Strategic Leadership & Executive Team Responsibilities

1. Provide strategic leadership and line management for all SEND and Alternative Provision departmental heads and leads across the organisation, including at times, Heads of Centre with direct responsibility for PPC High Needs department.
2. Serve as a member of the Trust's Central Executive Team, contributing to overall strategic direction and organisational development, and providing operational responsibility for High Needs and AP provision at PPC.
3. Develop, articulate and execute a compelling vision and long-term strategy for inclusion across the trust, aligned with the Trust's Strategic Plan and values
4. Provide strategic leadership and where needed intervention in SEND, High Needs and Alternative Provision across all trust sites, ensuring compliance with the SEN Code of Practice and Equality Act 2010
5. Report monthly on SEND performance, impact of inclusion strategies, and key performance indicators to the CEO and Trust Board
6. Lead the trust's strategic approach to inclusion, safeguarding and vulnerable learner outcomes
7. Champion an ambitious culture of inclusive excellence, positioning Atomix as first-choice provider for SEND across the region
8. Provide hands-on leadership in financial planning and financial modelling, taking full accountability for commissioned places, supported internships, general SEND/AP provision and budget setting and data returns in the Trust.
9. Ensure trust centres are prepared for Ofsted, ESFA audits and inspections in relation to inclusive provision

Curriculum & Quality Assurance

1. Develop and implement an ambitious, destination-led specialist SEND curriculum promoting independence, employability and positive outcomes
 2. Ensure equitable access, effective progression ladders and inclusive practice embedded across all trust curriculum areas and phases
 3. Lead trust-wide quality assurance framework for SEND provision, establishing consistent standards and monitoring mechanisms
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4. Analyse labour market intelligence and demographic trends to forecast future provision needs and ensure financial viability
5. Monitor quality indicators, destination data and KPIs to ensure excellent outcomes and systematically close performance gaps
6. Oversee intervention effectiveness, ensuring evidence-based approaches that demonstrably impact learner progress

External Partnerships & Stakeholder Engagement

1. Lead strategic liaison with Local Authorities to secure and optimise SEND and High Needs funding across all trust sites and funding streams
2. Build and maintain strong collaborative relationships with specialist SEN schools, SENCOs, Headteachers, social care and health partners to establish Atomix's regional reputation
3. Represent Atomix on regional steering committees, external panels and strategic partnerships related to SEND curriculum, policy and provision planning
4. Develop and deliver innovative parental/carers engagement strategy ensuring high-quality communication and co-production throughout the learner journey
5. Foster networks and opportunities for schools within the trust to engage in inclusive practice communities

Professional Development & Pedagogy

1. Lead the development and implementation of SEND-specific pedagogy, assessment approaches and inclusive teaching practices across curriculum and support teams
2. Alongside the Director of Quality and Curriculum establish and facilitate communities of practice, leading professional development opportunities to share best practice trust-wide
3. Champion high-quality continuous professional development for all staff in relation to inclusive practice and SEND pedagogy
4. Drive innovation in use of adaptive technology, assistive technology, digital accessibility tools and evidence-based resources for SEND learners
5. Lead trust-wide training and mentorship to support awareness and implementation of inclusive teaching standards

People Leadership & Talent Development

1. Set clear vision for SEND across the trust and create an ambitious culture of excellence, including SEND Champions and Talent Pool initiatives
2. Provide robust challenge and support to school leaders, holding them accountable for inclusive practice and outcomes for vulnerable learners
3. Directly line manage specialist SEND colleagues within the central team and provide strategic support to school-based SEND leaders
4. Conduct performance management with professional discipline, addressing underperformance swiftly and fairly in line with trust policies
5. Foster collaborative spirit and professional trust across all trust settings

Safeguarding, Compliance & Governance

1. Uphold and actively promote safeguarding, Prevent duty, British Values, equality and diversity in accordance with statutory duties
 2. Ensure all SEND processes (recruitment, assessment, EHCP management, transition, destinations) meet statutory requirements and deliver excellent learner experience
 3. Maintain budget for SEND and High Needs funding, ensuring compliance with trust financial regulations and value for money
 4. Ensure data security, confidentiality and GDPR compliance, reporting any security concerns immediately to the trust SPOC
 5. Contribute to trust self-evaluation and preparation for external scrutiny
 6. Carry out such similar duties as may be required by the CEO, commensurate with the post
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This job description sets out the main responsibilities for the postholder, but is not intended to be an exhaustive list. Specific duties may change from time to time without changing the general nature of the post and the postholder is expected to be flexible in the range of responsibilities they undertake commensurate with the responsibility and salary.

Essential Qualifications

- Degree-level qualification (or equivalent TVET qualification)
- Relevant leadership or management qualification (e.g., NPQH, NPQEL, Masters in Educational Leadership)
- Qualified Teacher Status with substantial teaching and leadership experience
- National Award for SEN Coordination (NASENCo) or equivalent senior SEND leadership qualification

Essential Experience & Knowledge

- Substantial experience in a senior SEND/inclusion leadership role within educational settings, ideally within multi-academy trusts or multi-site organisations
- Proven track record of successfully leading and developing SEND provision to achieve significantly improved outcomes for learners with additional needs
- Deep knowledge and up-to-date understanding of SEN Code of Practice, Equality Act 2010, Children and Families Act 2014 and associated statutory frameworks
- Evidence of successful strategic planning, policy development and implementation in relation to SEND and inclusion
- Experience of holding school leaders to account with clarity, fairness and professional discipline
- Expert knowledge of High Needs funding, EHCP processes and LA commissioning arrangements

Essential Skills & Attributes

- Outstanding strategic, analytical and problem-solving abilities with capacity to use data to drive improvement
- Exceptional communication and influencing skills to build strong professional relationships across internal and external stakeholders
- Ability to lead transformational change, inspire others and embed inclusive culture across multiple sites and phases
- Strong political awareness and emotional steadiness in navigating complex stakeholder environments
- Professional integrity, values-led approach and commitment to equity and inclusion
- Capacity to work collaboratively as part of an executive team while taking decisive responsibility for area of expertise

Desirable

- Experience working across all-through provision (ages 3-24) or multiple phases of education
 - Track record of successful collaboration with local authorities, social care, health partners and alternative provision
 - Experience in curriculum design and quality assurance frameworks
 - Strong understanding and practical experience of assistive technology, digital accessibility tools and AI in education
 - Knowledge of labour market intelligence and employer engagement strategies
 - Experience of leading trust-wide professional development programs
 - Understanding of FE funding frameworks and post-16 SEND provision
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