

GLF Schools Job Description

Job Title	GLF Inclusion Lead (Enhanced provision & resource-bases)	Contract	Please note this is an Associate contract, and not Teaching Terms and Conditions.
Grade	Leadership 2	Salary	Up to £70k
Location	GLF Schools		
Core purpose			
<ul style="list-style-type: none"> • To ensure that every child, regardless of their needs, experiences the joy of learning, feels a sense of belonging, and is valued within their school community. • To enhance the quality of provision and outcomes for students with additional educational needs across GLF Primary Schools, particularly those in Enhanced Learning Provisions (ELP), Resource Bases (RB), and In-School Support Units (ISSU). • To create a supportive, inclusive, and tailored environment and curriculum within the Enhanced Provision and Resource Base that enables students and young people with a range of learning and developmental needs to thrive across various stages of their education. • To support and enhance the learning and holistic development of students and young people within the Enhanced Provision and Resource Base across different educational phases (such as early years, primary, and secondary education). • To identify and address barriers to learning, ensuring that students and young people have the skills, resources, and support they need to succeed academically, socially, and emotionally. 			
Principle Responsibilities			
<ul style="list-style-type: none"> • Lead GLF's aspiring SENCO and SENCO Induction programmes • Lead on the development and quality assurance of bespoke provision including Enhanced Learning Provisions (ELP), Resource-bases (RB) and 'in-school support units' (ISSU) for students with SEND • Liaison with GLF subject leads regarding the curriculum and holistic assessment of pupils learning beyond the national curriculum for their age, ensuring a culture of high expectations for all students. • Report to Exec, Education Committee and Trustees on the development, quality and impact of bespoke provision (ELP, RB and ISSU). 			
Main Duties			
Leadership Support and Strategic Development			
<ul style="list-style-type: none"> • Support leaders at all levels to ensure the implementation of the Trust's vision, principles, and practices for disadvantaged students and those with additional educational needs (AEN). • Deliver targeted school improvement initiatives with a focus on inclusion and AEN in priority schools. • Support school leaders to develop their knowledge and skills in relation to strategic planning for disadvantaged students and those with AEN. 			

Professional Development and Capacity Building

- Use knowledge of effective practices to develop leaders, teachers, and support staff in inclusive practice.
- Facilitate professional development and supervision of SENCOs and inclusion teams by co-producing half-termly AEN bulletins and co-leading network meetings, group supervision, and training sessions.
- Provide bespoke support for SENCOs who are new to the role or require performance management interventions.
- Facilitate opportunities for observation and dissemination of good practices between schools, including the facilitation of SENCO/Inclusion Lead supervision.

Quality Assurance and Policy Development

- Quality-assure school reports and policies related to inclusion as required.
- Lead a portion of bi-annual school Inclusion Reviews as part of GLF's quality assurance program.

Provision and Resource Management

- Support school leaders in making optimal use of the provision within the local offer.
- Provide guidance to school leaders on provision mapping, interventions, and the effective deployment of teaching assistants.

Complex Case Support

- Assist school leaders, including SENCOs and headteachers, with complex cases such as special school transitions, EHCP consultations, complaints, and students with SEND who are at risk of recurrent suspensions or permanent exclusion.

Research and Best Practice

- Stay abreast of research and developments in inclusive provision and disseminate relevant information to improve practices.
- Continuously review and refine approaches to enhance outcomes for students with additional educational needs.

Accountability

- Reporting on trends and patterns of pupil progress and the impact of interventions on an individual, phase and trust wide basis to trustees
- Line managed by the Director of Inclusion

Safeguarding

GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion