

Inclusion and Designated Safeguarding Lead

Full-time | Permanent | L1–L5

Start date: January 2027

Are you a dynamic and ambitious leader who is passionate about inclusion and excited by the opportunities presented by our ever-evolving educational landscape?

Dunalley Primary School is looking to appoint an exceptional Inclusion and Designated Safeguarding Lead to join our Senior Leadership Team.

This is an exciting opportunity for an experienced and forward-thinking teacher or leader who wants to make a significant difference to children and families. We are looking for someone who combines a deep commitment to inclusion and safeguarding with the energy, curiosity and ambition to help us continually develop our practice.

Education is changing. Expectations around inclusion, SEND, safeguarding and support for vulnerable learners continue to evolve, and we want a leader who is excited by that challenge: someone who will keep abreast of emerging thinking, evidence and national developments and help us consider what these mean for our children, our staff and our school.

The successful candidate will play a key role in shaping our whole-school approach to inclusion and safeguarding, ensuring that children who may face barriers to learning, participation or wellbeing receive the right support while benefiting from high expectations and an ambitious curriculum.

The post holder will be our:

- Designated Safeguarding Lead (DSL)
- Special Educational Needs Coordinator (SENCO)
- Designated Teacher for looked-after and previously looked-after children

They will also provide strategic leadership for Pupil Premium, pupils with English as an Additional Language (EAL), and wider aspects of inclusion and disadvantage.

As a member of our Senior Leadership Team, you will work closely with the Headteacher, other leaders, teachers, support staff, families and external professionals. You will have the opportunity and authority to influence whole-school practice, develop the expertise of others and help shape the future direction of our school.

We are looking for someone who:

- is a dynamic, enthusiastic and forward-thinking leader who is excited by educational change and new opportunities;
- is an excellent teacher with a strong understanding of high-quality, inclusive and adaptive teaching;
- is passionate about improving outcomes for children with SEND and other children who may experience barriers to learning;
- has the knowledge, professional judgement and confidence to lead safeguarding across the school;
- is curious about research, evidence and emerging practice and can translate these into meaningful improvements for children;
- is willing to question, reflect and think differently about how we meet the changing needs of our pupils;
- can build positive and trusting relationships with children and families, including when circumstances are complex;
- has high expectations for disadvantaged, looked-after and previously looked-after children;
- can work effectively with external professionals and coordinate support around children and families;
- can use evidence and information intelligently to identify priorities and evaluate impact;
- can inspire, support, challenge and develop colleagues; and
- brings energy, optimism, organisation and determination to school leadership.

Applicants must hold Qualified Teacher Status. The successful candidate will hold or be willing and eligible to complete within the required timescale, the National Professional Qualification for SENCOs.

Previous experience as a SENCO and/or DSL would be an advantage, although we are equally interested in candidates who can demonstrate the relevant knowledge, experience, aptitude and leadership potential to fulfil these responsibilities successfully.

What can Dunalley offer you?

We are proud of our happy, inclusive and ambitious school. Our vision, Learning and achieving together, reflects the importance we place on collaboration and on ensuring that children and adults are able to thrive.

We are a school that is continually learning and developing. We value new ideas, thoughtful innovation and evidence-informed practice, and we want our staff to feel confident to reflect, question and improve what we do.

We can offer:

- wonderful children who are enthusiastic about their learning;
- a welcoming, experienced and committed staff team;
- a strong culture of inclusion and safeguarding;
- a supportive and collaborative Senior Leadership Team;
- governors who are ambitious for the continued development of the school;
- high-quality professional development and support to grow within the role;
- positive relationships with families and external partners;
- the freedom and support to explore new ideas and develop practice; and
- an opportunity to have genuine strategic influence within an ambitious and forward-thinking primary school.

This is a substantial leadership role, and we want to find the right person. Visits to Dunalley are warmly encouraged and will provide an opportunity to meet us, see the school in action and discuss our ambitions for the role with the Headteacher.

To arrange a visit or an informal conversation about the post, please email applications@dunalley.gloucs.sch.uk.

Please complete the Gloucestershire County Council application form, demonstrating how your experience, knowledge and skills meet the requirements set out in the job description and person specification.

Closing date: Friday 9th October at 12 noon

Interview date: Wednesday 14th October

Start date: January 2027

Dunalley Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and other relevant pre-employment checks. In accordance with Keeping Children Safe in Education, the school will undertake appropriate online searches for shortlisted candidates.

Application Procedure – please read carefully

The application form is available on the school website and should be completed as soon as possible.

Please follow the instructions on the form carefully. Do not send a CV as we do not accept applications by this method.

Your application should include the names and addresses of two referees, one of whom should be your current or most recent employer. If you are not currently working with children but have done so in the past, you should provide details so that we are able to obtain an additional reference from the employer with whom you were most recently employed in a role working with children. It will be necessary to contact referees by phone or email, so please ensure that you provide up-to-date telephone numbers and email addresses.

Referees will be asked about any disciplinary offences relating to children (including any in which the penalty is 'time expired'), whether there have been any child protection concerns and the outcome of any enquiry or disciplinary procedure.

Completed application forms should be emailed to: applications@dunalley.gloucs.sch.uk

Applications must be submitted by noon on Friday 9th October at 12 noon

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Safeguarding

Our school has a commitment to safeguarding and promoting the welfare of children. We regularly review our policies on Child Protection and on Security, our child protection and safeguarding policy is available [here](#). Applicants for all posts should include a declaration of any criminal conviction in their application, please review our policy on employment of ex-offenders [here](#).

Shortlisted candidates will be required to complete a self-declaration about any criminal records and share any information that may make them unsuitable for employment.

Successful candidates will undertake a full criminal record check via the DBS process.

About our School

Dunalley Primary School is located in a beautiful part of Cheltenham and proudly serves the local community.

Dunalley is a great place to come to school for our pupils and their families, and it provides a positive and supportive environment for our staff. We have a loyal and dedicated team of teaching and support staff, and we offer a range of professional development opportunities to all. Staff welfare is important to us and we are proud of our high staff retention.

Our children and staff have fantastic attitudes towards learning and firmly believe that with hard work comes success. We are solution-focussed and encourage our whole school community to approach life with a positive mindset.

We strive to be the best we can be in all that we do. By nurturing our entire school community and creating opportunities for all to improve - including pupils, staff and parents alike - we aim to develop resilient, bold, creative and passionate learners. We are proud of the education that we offer our children and the high standards we maintain. We constantly strive to make our school a happy place, where children's achievements are recognised and rewarded at every level. Our focus on praise and encouragement helps build children's self-esteem and confidence.

We embrace diversity. Our ethos is built around strong core values: community, respect, tolerance, democracy, valuing one another, and finding happiness in what we do.

Our school buildings are modern and well-resourced. In addition to our classrooms and practical areas, our outdoor facilities include a large playground, a field, two adventure playgrounds, a separate Foundation Stage play area, a Forest School area and a wildlife area with pond.

We also benefit from an active Parent Teacher Fundraising Association, which helps the school with many fund-raising and social activities.

For further information please refer to our Recruitment Pack.

Thank you for your interest in this post.

Yours truly,



Mrs Alison Godfrey

Headteacher