JOB DESCRIPTION

Trust Director of SEND

Job Title: Trust Director of SEND

Location: Flexible

Responsible to: Trust Director of Secondary

Liaises with: Trust Executive, Headteachers and Schools across the Trust, All Employees, Parents, External agencies

Job purpose

To provide strategic leadership for SEND across the Trust, ensuring that pupils with SEND receive high-quality provision, achieve strong outcomes and have access to an ambitious curriculum within an inclusive educational environment.

The postholder will lead the SEND elements of the Trust's Equity and Inclusion Strategy, working with Trust and school leaders to strengthen mainstream inclusion, build expertise and ensure that every child has the same chance to thrive.

Key responsibilities

Strategic leadership

- Lead the development and implementation of the SEND elements of the Trust's Equity and Inclusion Strategy, aligned with Trust values and improvement priorities.
- Advise executive leaders and headteachers on SEND priorities, national developments, risks and performance.
- Ensure SEND is embedded within school improvement planning and understood as the responsibility of all leaders and staff.
- Promote a culture of high expectations, belonging and inclusion across the Trust.
- Work with Trust and school leaders to ensure the voices of pupils and parents and carers inform SEND priorities and provision.
- Contribute to wider school improvement, inclusion and safeguarding strategies.

School improvement and quality assurance

- Monitor the quality and impact of SEND provision across all schools.
- Conduct audits, reviews and peer evaluations to identify strengths and priorities for improvement.
- Challenge and support schools to improve provision and outcomes for pupils with SEND.
- Support schools to develop effective inclusion team structures, clear roles and strong accountability.
- Share effective practice across the Trust.
- Produce reports for the Trust Board, executive and school leaders.

Outcomes and achievement

- Track attainment, progress, attendance, suspensions, exclusions and destinations for pupils with SEND.
- Identify trends and work with school and Trust leaders to agree and review improvement actions.
- Ensure the needs of disadvantaged pupils with SEND are understood and addressed.

- Promote access to an ambitious, inclusive curriculum and effective adaptive teaching.
- Support the early identification of need and timely, evidence-informed intervention.
- Lead the development and quality assurance of Assess–Plan–Do–Review, learning plans, class passports and intervention tracking.

Statutory compliance

- Support and monitor schools' compliance with relevant statutory duties and guidance, including the Children and Families Act 2014, the SEND Code of Practice, the Equality Act 2010 and Keeping Children Safe in Education.
- Monitor EHCP processes and annual reviews.
- Ensure statutory SEND information is published appropriately.
- Keep Trust and school leaders informed of relevant changes to legislation, guidance and national policy.

Professional leadership

- Lead and develop the Trust SENDCO network.
- Provide coaching, mentoring and professional development for SENDCOs and other leaders.
- Support the development of SEND practice among all staff, including early career teachers and trainee teachers.
- Establish consistent Trust-wide systems, processes and expectations, while recognising the needs of individual schools.
- Build staff expertise in autism, social, emotional and mental health needs, cognition and learning, speech, language and communication needs, and adaptive teaching.
- Support the induction and development of teaching assistants and learning support assistants, including the development of the Trust's Learning Coach approach.
- Evaluate the impact of professional development on practice and outcomes.

Resource management, funding and collaborative support

- Oversee the effective use of SEND funding across the Trust, supporting schools to deliver sustainable, high-quality provision.
- Provide strategic oversight of the Inclusive Mainstream Fund, working with Trust leaders and schools to ensure its use supports the Trust's wider inclusion priorities and delivers impact for pupils.
- Review EHCP funding arrangements and support schools to secure appropriate funding for individual pupils.
- Work effectively with local authorities and other relevant bodies to identify and secure appropriate funding streams, including Inclusive Environments Grants, to strengthen inclusive provision and environments.
- Develop strategic hub approaches to SEND support, bringing schools together to share expertise, strengthen specialist provision and make effective use of resources.
- Commission and quality-assure specialist services.

Trust ethos and leadership

- Play a full part in the Trust community, modelling and promoting its vision and ethos.
- Collaborate generously, share expertise and build the capacity of others.
- Combine fierce ambition for every child with a positive, practical and solution-focused approach.
- Listen to and value the views of others, demonstrating compassion, integrity and respect.
- Communicate clearly, welcome constructive challenge and take responsibility for improvement.
- Contribute to a collaborative learning culture in which everyone is supported to develop their practice.

Bohunt Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. We are committed to equality of

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