

<b>Position</b>	<b>Specialist Provision &amp; Inclusion Lead</b>
<b>Salary/Hours</b>	<b>Single Status 9 37 hours per week (Term Time only)</b>
<b>Closing Date</b>	<b>9am Friday, 5th June 2026</b> Early applications are encouraged
<b>Interview Date</b>	<b>WB 8th June 2026</b> The Academy reserves the right to close the application early for the right candidate



Dear Candidate,

Thank you for your interest in joining us at Mulberry Academy Bexhill. We are a school that is proud to be part of our local community and we work hard to serve our local families. We are a happy and supportive team and we ensure that the well-being of all staff members is a priority.

Mulberry Academy Bexhill is part of the Mulberry Schools Trust. We are a larger than average secondary school with approximately 1500 students currently on roll. Bexhill is a beautiful seaside town and is best known for the De La Warr Pavilion and being the home to the first British motor race.

We have recently been judged as 'Good' in all areas by Ofsted (June 2025). The school has undergone significant improvement in the last few years and is now in an excellent position to take this improvement to the next level. We have a team of hardworking, dedicated, caring, passionate and talented staff that are committed to Mulberry Academy Bexhill being the best school it can possibly be. As a staff body we are aligned into providing the very best education and school experience for each and every one of our students. We have high standards throughout and ensure that there is clarity and purpose in everything that we do.

We offer a number of excellent staff benefits for our employees including a comprehensive Employee Assistance Programme (EAP) and a healthcare scheme. We have a partnership with the Mulberry schools trust, which is a high performing Multi Academy Trust of schools that are based in London. This offers our staff excellent CPD opportunities and offers our students numerous exciting opportunities.

If you are an individual that will be committed to ensuring the best education and school experience for all students, then we would love to hear from you.

We look forward to meeting you.



Dr Craig Neal  
Headteacher

## Job Description

We are seeking to appoint an inspirational and highly motivated Specialist Provision & Inclusion Lead to lead our specialist provision, The LINK, and play a key role within our wider SEND and Inclusion team as keyworker for students who are cared for by the local authority.

This is an exciting opportunity for an experienced practitioner and leader to combine strong operational leadership with strategic influence. You will ensure that students accessing The LINK are fully supported to engage in mainstream learning and achieve positive academic, social and emotional outcomes.

In addition, you will play a lead role in supporting students who are cared for by the local authority, acting as a consistent keyworker and advocate to ensure their needs are fully understood and met. You will take responsibility for coordinating provision, leading on PEP processes and working closely with families, social care, the Virtual School and other professionals to secure strong educational progress, engagement and long-term outcomes for these vulnerable young people.

Working in close partnership with the SENCo and wider SEND Leadership, you will contribute to the ongoing development of inclusive practice across the school. You will line manage an Autism Practitioner, ensuring high-quality provision, effective interventions and a clear focus on impact for all learners within the provision.

The successful candidate will demonstrate exceptional interpersonal skills, high emotional intelligence and a strong commitment to inclusion. They will be confident leading others, building relationships and maintaining consistently high expectations for students, particularly those with SEND and additional vulnerabilities.

Our school is unique, exciting and innovative – our philosophy is inclusive and founded on respect. If you share our values, are passionate about improving outcomes for vulnerable learners and are ready to take on a key role within SEND, then this may be the role for you.

## Teaching and supporting at Mulberry Academy Bexhill

Teachers and support staff at Mulberry Academy Bexhill make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

**Post:** Specialist Provision and Inclusion Lead

**Accountable to:** SENCO

## Principal Accountabilities:

### Purpose of the Role

To lead and develop the academy's specialist provision, The LINK, ensuring that students with SEND are effectively supported to engage in mainstream education, achieve positive outcomes and thrive both academically and socially.

The postholder will play a key leadership role within the SEND team, contributing to the strategic development of inclusive practice across the school. In addition, they will act as a keyworker for students who are cared for by the local authority, ensuring that these vulnerable learners receive coordinated, high-quality support.

### What You Have to Achieve

Secure strong academic, social and emotional outcomes for students within our specialist provision, The LINK

Ensure students are able to successfully access and sustain mainstream learning

Provide effective leadership and line management of Autism Practitioners and facility staff

Deliver high-quality, evidence-informed provision with measurable impact

Promote inclusive practice and high expectations across the school

Ensure care-experienced pupils are supported to thrive through effective advocacy and coordination

### Key Responsibilities

#### Curriculum, Provision and Practice

Lead the strategic development and day-to-day operation of The LINK

Ensure provision is responsive, personalised and aligned to EHCP outcomes

Develop and implement targeted provision, including intervention programmes and personalised learning pathways

Monitor, evaluate and report on the impact of provision, using data and student outcomes to inform practice

Contribute to whole-school SEND development and inclusive practice

Maintain accurate, up-to-date records in line with school systems and statutory requirements (e.g. EduKey)

Reflect on and evaluate provision to support continuous improvement

#### Staffing: Support for Staff

Line manage Autism Practitioners and other designated staff within the provision

Support staff in planning and adapting teaching approaches for students with SEND

Provide advice and guidance on universal and targeted provision

Lead and contribute to staff training and CPD relating to SEND, autism and inclusion

Ensure a consistent and high-quality approach across the provision

Contribute to recruitment, induction and development of Inclusion staff

### **Support for Students**

Ensure students are effectively supported to access mainstream lessons

Provide targeted intervention, mentoring and support where required

Act as keyworker for care-experienced students, coordinating support and advocating for their needs

Liaise with families, carers, social workers, the Virtual School and external agencies

Promote students' independence, resilience and engagement in learning

Gather and respond to student voice to inform provision

Support the emotional, social and behavioural development of students

### **Leadership & Inclusion Development**

Contribute to the strategic development of SEND and inclusion across the school

Support the SENCo in implementing whole-school priorities

Promote inclusive practice and high expectations across departments

Lead on aspects of provision linked to vulnerable groups, including care-experienced pupils

Support transition processes into, through and beyond the provision

### **Administration**

Maintain accurate records of provision, progress and communication

Monitor interventions and outcomes using EduKey

Contribute to EHCP annual reviews and statutory processes

Provide information and reports for senior leaders, governors and external agencies

### **Other Related Duties**

Organise and manage the learning environment within The LINK

Support communication with home where appropriate

Provide SEND support across the school when required

Liaise with external agencies and professionals

Support tours and transition for prospective students with SEND

### **Other Possible Duties**

Carry out assessments and support identification of need

Select and prepare intervention resources

Support transition activities and personalised programmes

Act as a mentor for developing staff

### **Staffing:**

### **Recruitment / Deployment of Staff:**

### **Staff Development:**

- To take part in the academy's staff development programme
- To work as a member of a designated team and to contribute positively to the team ethos.

### **Quality Assurance:**

- To contribute to the quality assurance procedures and policies of the academy.

### **Management Information:**

- To maintain appropriate records and to provide relevant accurate and up-to- date information as appropriate for teaching colleagues/parents and carers and external agencies.
- To be responsible for developing and maintaining personal development records

### **Communications:**

- To communicate effectively with colleagues, the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside of the school

To follow agreed policies for communications in the academy

### **Management of Resources:**

- To contribute to the process of the ordering department supplies through the appropriate channel.

### **Other Specific Duties:**

- To play a full part in the life of the academy, to support its distinctive aim and to encourage staff and students to follow this example
- To continue personal development as agreed

- To comply with the academy’s health and safety policy and undertake risk assessment as appropriate

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

The Academy 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

**Person Specification:**

Criteria	Essential	Desirable
<b>Education</b>	Educated to at least Level 5 (e.g. foundation degree, diploma or equivalent)	Degree or equivalent higher-level qualification
<b>Qualifications</b>	GCSEs (or equivalent) at Grade C / 4 or above in English and Maths	SEND or Inclusion related qualifications  Training in autism or specialist provision

<p><b>Experience</b></p>	<p>Significant experience supporting students with SEND in a secondary or similar setting</p> <p>Experience delivering and evaluating targeted interventions</p> <p>Experience working collaboratively with parents and external agencies</p>	<p>Experience leading a specialist provision or similar setting</p> <p>Experience supporting care-experienced or vulnerable students</p> <p>Experience contributing to SEND strategy or whole-school inclusion</p> <p>Experience of leading or managing staff</p>
<p><b>Knowledge</b></p>	<p>Strong understanding of the SEND Code of Practice and graduated response</p> <p>Knowledge of effective strategies for supporting students with autism and additional needs</p> <p>Understanding of safeguarding procedures and multi-agency working</p>	<p>Knowledge of Virtual School processes and PEPs</p> <p>Understanding of curriculum pathways and inclusion models</p>
<p><b>Skills &amp; Abilities</b></p>	<p>Excellent communication and interpersonal skills</p> <p>Ability to lead, motivate and develop staff</p> <p>Ability to analyse information and evaluate impact of provision</p> <p>Strong organisational skills and ability to maintain accurate records</p> <p>Ability to manage competing priorities effectively</p> <p>Ability to work both strategically and operationally</p>	<p>Ability to deliver staff training and CPD</p> <p>Confidence in using data to drive improvement</p>

<p><b>Personal Qualities</b></p>	<p>High levels of emotional intelligence and professionalism</p> <p>Resilient, proactive and solution-focused Strong commitment to inclusive values and high expectations</p> <p>Ability to build strong, positive relationships with students and adults</p> <p>Commitment to improving outcomes for vulnerable learners</p>	<p>Aspirational and committed to progression in SEND leadership</p>
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## Our School

### Creating the Best Opportunities for All

At Mulberry Academy Bexhill, we strive to create equal opportunities for all our students, ensuring that they have access to the best resources and support to thrive academically and personally. Our inclusive approach celebrates diversity, fostering an environment where students from all backgrounds can learn from one another and develop essential life skills such as empathy, tolerance, and respect. We provide a variety of academic pathways and personalized support systems, tailoring our educational approach to meet the unique needs and aspirations of each student. By nurturing their individual strengths and talents, we equip our students with the skills and knowledge needed to succeed in an ever-changing world.

It's important for us to recognise that the little things matter. Smart uniform, manners, kindness, and punctuality are something we promote within our academy as we feel this embeds a deep sense of pride and self-respect within our students.

In conclusion, Mulberry Academy Bexhill is dedicated to providing an exceptional educational experience that combines academic excellence, personal growth, and a supportive community. We foster a culture of aspiration, challenge our students to reach their full potential, and create equal opportunities for all. Join us at Mulberry Academy Bexhill, where we believe in the power of education to transform lives and shape a brighter future.

### Wellbeing

We understand that well-being is paramount to academic success. Our school offers a comprehensive well-being program for staff and students that focuses on building resilience, promoting a healthy lifestyle, and equipping us all with the tools to manage stress and navigate challenges. Through a range of extra-curricular activities, student leadership opportunities, and community service initiatives, we actively encourage personal growth, self-discovery, and the development of essential life skills. Our dedicated well-being team provides guidance and support, ensuring that staff and students have access to the resources they need to flourish both inside and outside of the academy.