

The people behind
the magic.



JOIN OUR TEAM

Trust Director of SEND/Inclusion

Salary: L12-L16 £65,286 - £72,162

Contract: Permanent, Leadership

Hours: Full Time, 0.8FTE would be considered

Closing Date: Monday 2nd March 2026 at 9am

Start Date: September 2026 or earlier

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



WORKING TOGETHER

When schools collaborate, incredible things happen.

Together Learning Trust is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together**.

What could we do, together?

DAVID LORD, CHIEF EXECUTIVE OFFICER



"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."

- DAMIAN BALL

Assistant Headteacher, The Brooksbank School

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

THE JOB

Trust Director of SEND/Inclusion

We are seeking an exceptional **Trust Director of SEND/Inclusion** to lead, develop and embed a consistent, high quality approach to SEND across all our schools. This newly created role presents a rare and exciting opportunity for an outstanding leader and SENDCO with a proven track record to influence our schools' practice, at scale, strengthen leadership capacity, and make a profound impact on outcomes for children and young people with SEND.

Would you like to be part of an inspirational central team of talent that lead our growing Trust? Do you want to be part of a Trust where the members, trustees, and governors of Together Learning Trust cultivate a culture whereby our leaders can thrive. Do you believe you can be a dedicated, diligent and creative team player and become a driving force within our central team? If the answer is yes, we'd love to hear from you.

What the role involves in a nutshell:

- Establish a Trust wide vision and framework for SEND, ensuring consistency, excellence and compliance across all schools and phases (secondary, primary and special).
- Develop and implement high quality Trust guidance for SEND curriculum, adaptive teaching and assessment.
- Lead, support, and professionally challenge and support SENDCOs and school leaders across our schools
- Lead Trust-wide professional development, coaching and training to build staff expertise in inclusive practice

What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension Fund.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Working as part of a creative and supportive team who want the best for all students.
- Free Parking.
- Cycle to Work scheme.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing Platform & EAP.
- Lifestyle benefits & discounts.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

Are you ready to be an ambassador for our Trust?

If our trust sounds like a place in which you could really make a difference, then we'd love to hear from you.

ROLE PROFILE | Trust Director of SEND/Inclusion

Accountable to:	Executive Director of Secondary Education
Accountable for:	SENDCo's across all schools
Job Family:	Senior Leadership
Salary:	L12-L16
Hours:	32.5 Full-time (0.8FTE would be considered)

CORE PURPOSE

Provide strategic leadership, support and oversight for SEND provision across the Trust, ensuring high quality, inclusive practice, strong outcomes for pupils with SEND, and statutory compliance. Work with Trust executives, school leaders, SENDCos, external agencies and families to secure effective SEND provision.

The postholder will be committed to delivering high-quality performance each day to ensure students and schools thrive. They act as an ambassador for the Trust, modelling its values and expected behaviours. They maintain credibility by consistently applying the technical expertise and professional standards required for the role.

KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

- ✓ Establish and maintain a high quality, consistent Trust wide approach to SEND, ensuring all schools understand expectations and work toward shared standards of excellence from the outset.
- ✓ Line manage and build the capability of SENDCos and senior leaders across the schools, strengthening SEND leadership as the role becomes embedded and continuously striving for improvement.
- ✓ Provide SENDCo cover during periods of absence, supporting continuity of provision and statutory responsibilities and compliance is met.
- ✓ Develop and introduce high quality Trust guidance for SEND curriculum, assessment and adaptive teaching, improving consistency and practice across all schools and clear improvement in pupil progress, teaching quality and inclusion.
- ✓ Establish and lead Trust SEND networks and create structured opportunities for schools to collaborate on shared SEND priorities.
- ✓ Design and implement a robust Trust SEND monitoring and evaluation framework, enabling early identification of needs and accurate review of provision.
- ✓ Develop and maintain consistent Trust wide SEND assessment and data systems, ensuring that progress for SEND learners is clearly understood and used to drive improvement.
- ✓ Use Trust wide SEND data to shape strategic planning, ensuring leaders can make informed decisions that quickly improve outcomes for SEND learners.
- ✓ Launch and deliver Trust wide SEND training, coaching and professional development, improving the expertise, teaching quality and confidence of staff at all levels.
- ✓ Promote and model inclusive, high-quality teaching across the Trust, establishing a strong teaching and learning culture for SEND from the beginning.
- ✓ Evaluate the impact of SEND improvement strategies, ensuring interventions and initiatives demonstrate clear, measurable benefit.

- ✓ Produce clear, accurate reports on SEND provision for Trust and School leaders and governors, providing reliable insight to inform early strategic decision making.
- ✓ Provide support to schools in responding to SEND-related complaints, contributing to effective resolution and improvements, ensuring compliance and best practice.
- ✓ Support schools during Ofsted internal and external reviews, ensuring leaders are well prepared and that new Trust systems demonstrate strong practice.
- ✓ Oversee and ensure all schools meet statutory SEND and safeguarding requirements, putting in place processes that guarantee immediate and ongoing compliance.
- ✓ Oversee and ensure all students are safe through timely escalation of safeguarding concerns in line with school policies and procedures.

EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Behavioural Competencies](#)

PERSON SPECIFICATION

Experience and Qualifications	Essential	Desired
Qualified Teacher Status (QTS).	✓	
Good honours degree.	✓	
Leadership Qualification (NPQSL/NPQH)		✓
National Professional Qualification for SENCO's (NPQ SENCO).	✓	
Substantial experience as a SENDCo or senior SEND leader with ability to inspire and empower	✓	
Substantial experience teaching and assessing Children with SEND and profound knowledge of EHCP processes, annual reviews and statutory assessments	✓	
Technical Skills		
Expert knowledge of the SEND Code of Practice, statutory responsibilities, high-needs funding and EHCP processes.	✓	
Strong strategic thinking, with the ability to translate Trust priorities into operational action.	✓	
Ability to model inclusive teaching and advocate for pupils with SEND.	✓	
Ability to analyse complex SEND data and inform strategy.	✓	
Coaching and mentoring colleagues.	✓	
Proven ability of effective collaborative multi-Agency working and stakeholder engagement.	✓	

A background image showing a large group of children in a school assembly, many with their hands raised in the air, suggesting an interactive or enthusiastic event.

HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role or have any questions ahead of making a formal application, we'd be delighted to hear from you. Please contact Dave Hewitt our Executive Director of Secondary Education via d.hewitt@tl.school or on 07970 807436.

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.