

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Lincoln Anglican Academy Trust Trust SEND and Inclusion Lead



SEND and Inclusion Lead



SALARY

Grade 14 Points 44 - 48 £59,938.00 - £64,331.00

HOURS

37 hours per week, 52 weeks per year

START DATE

As soon as possible

LOCATION

Lincoln Anglican Academy Trust
(Supporting Trust Schools across Lincolnshire, home and school hybrid working)

APPLICATION DEADLINE

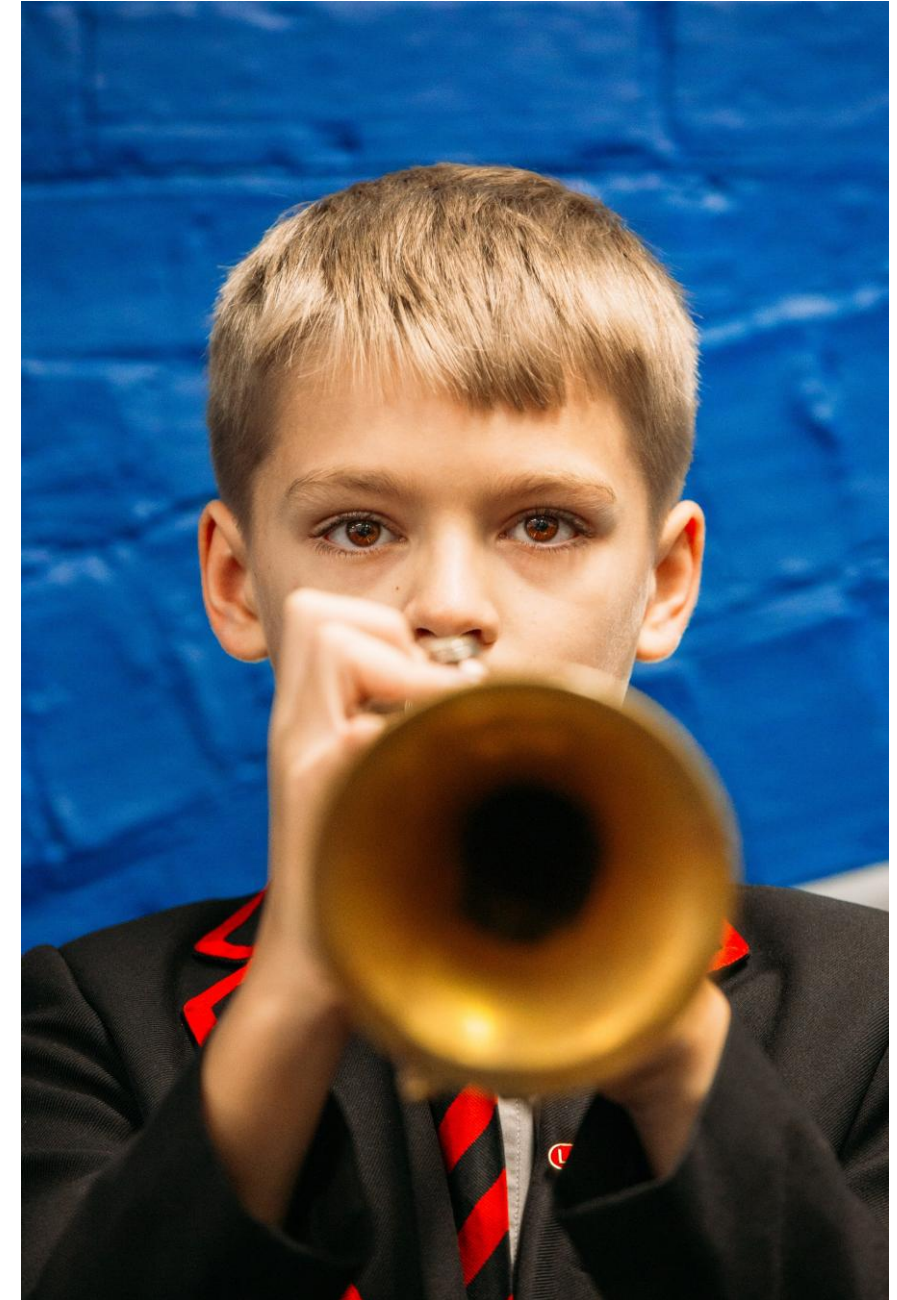
Monday 15th September 2025 (noon)

INTERVIEWS

Wednesday 24th September 2025

For an informal discussion about the role, please contact Sam Edén, Director of Education by emailing sam.eden@laat.co.uk

Please go to [My Trust Careers](#) to apply



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.





Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

Benefits of working in our Trust

We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



We have signed up to the
education staff wellbeing charter
because staff wellbeing matters



About Lincoln Anglican Academy Trust



The Lincoln Anglican Academy Trust is a multi-academy trust formed by the Diocese of Lincoln. We are a family of 23 schools brought together by a shared vision to improve the life chances of all our children through Excellence, Exploration, Encouragement within a distinct ethos. Established as a multi academy trust by the Diocese of Lincoln in December 2013, we are a unique organisation that celebrates the individuality of every school whilst promoting an uncompromising belief in the power of collaboration to support all our c4000 pupils to be the best they can be.

We are proud of our excellent school improvement and back-office support to schools with the vast majority of schools having achieved a grading of 'Good' and beyond since joining our Trust.

Our Excellence, Exploration and Encouragement powered by Equity vision statement encapsulates the Trust we are today and the Trust we aspire to be in the future. It has meaningful resonance with the work we do and our commitment to overcoming the social inequality faced by our children and young people. We are passionate about improving the life chances of every child in our care, meeting them where they are.



SEND and Inclusion Lead

Are you an experienced SENDCO ready to take the next step in your career? Do you have the vision and drive to shape inclusive education across an innovative and growing Multi-Academy Trust?

We are excited to announce a brand-new opportunity within LAAT for a *SEND and Inclusion Lead* to join our Central Education Team. This is a pivotal role for an ambitious, dynamic and forward-thinking professional who is ready to lead the strategic development of SEND and inclusion across our diverse family of academies and is a unique opportunity to influence system-wide change and make a lasting impact on the lives of children and young people.

As SEND and Inclusion Lead, you will:

- Lead the design and implementation of our Trust-wide SEND strategy.
- Champion inclusive practices that raise attainment, achievement, and attendance for all pupils with SEND.
- Support and empower school-based SENDCOs and Headteachers to deliver outstanding provision.
- Play a key role in the development of three new SEND Mainstream Hubs, in partnership with Lincolnshire County Council.
- Collaborate with internal and external stakeholders to ensure high-quality, consistent SEND provision across all schools.
- Ensure alignment of Unconditional Positive Regard across all academies in line with the Trust behaviour principles.

We're looking for someone who:

- Holds the National SENDCO Award and has a proven track record of leading SEND provision.
- Is an effective communicator with strong interpersonal skills.
- Has experience working across multiple schools, MATs, or local authorities.
- Can articulate and deliver a clear, ambitious vision for inclusive education.
- Possesses deep knowledge of the current SEND landscape and national policy.
- Builds strong, collaborative relationships with a wide range of stakeholders.

As a Diocesan MAT, we uphold the Church of England's vision for education and are looking for someone to join our team who can support not only this but our own vision for education, celebrating the Christian distinctiveness of our schools.

If this role is of interest to you, we hope to hear from you to discuss this further.

Job Description

The main purpose of this role is to work collaboratively and strategically with the Director of Education in the development and implementation of a specific SEND and Inclusion strategy reflective of the skills of the post holder and the needs of the Trust. The postholder will ensure consistency, quality, and strategic alignment in SEND and inclusion in order to champion inclusive practices that raise attainment, achievement, and attendance for all pupils with SEND.

Key Tasks and Responsibilities

General Duties

- Lead the development and delivery of a Trust-wide strategy for SEND and Inclusion.
- Lead the implementation and impact of the SEND Mainstream Hubs.
- Lead the development of policy and procedures and embed best practice at strategic and operational level for provision for pupils with SEND .
- Maintain up-to-date knowledge of national and local initiatives that may affect schools' policy and practice.
- Ensures alignment with national legislation and frameworks (e.g., SEND Code of Practice, Ofsted).
- Secure consistently high standards of SEND support in all Trust schools through the introduction and embedding of the Trust's SEND strategies, policies, and procedures (i.e. SEND Policy and SEND Information Reports etc).
- Be involved in the appointment of SENDCos and provide training and coaching support on induction to the Trust.
- Undertake CPD for Unconditional Positive Regard and lead the development of UPR across all Trust schools in line with the Trust behaviour principles.
- Lead SEND and Unconditional Positive Regard audits in schools.
- Identify key professional development needs for SENDCOs, leaders, pastoral teams, teachers and teaching assistants and ensure appropriate training is delivered or signposted to all relevant staff and monitored for effectiveness.
- Monitor the quality of the SEND provision and walk alongside staff to disseminate good practice as appropriate through effective in-class support and guidance.



- Uses trust-wide data to identify trends, gaps, and opportunities for targeted improvement and prepare reports as requested for the Executive Leadership Team/Board of Directors.
- Effectively coordinate and lead the Trust SEND network.
- Act as a key liaison with local authorities, health services, and other external partners to ensure that appropriate support is in place for pupils in a timely manner.
- Support school leaders to evaluate the effective use of provision and funding – advising and guiding on best practice and next steps.
- Encourage good relationships with immediate colleagues, other staff, volunteers and external contacts.
- Participate in appropriate professional development.
- Liaise with Education Team colleagues (and wider Central Team) in a timely way, communicating school-based risks clearly and discussing actions and evaluating impact.
- Maintain the Trust’s specific Educational Principles through the work and relationships with schools.

Other

- The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.
- The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.
- The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.
- All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies’ Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

LAAT promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

Essential

Desirable

Qualified Teacher Status	*	
Evidence of additional professional CPD in relation to SEND and Inclusion	*	
SENDCo qualification or similar NPQ SEND	*	
Experience of strategic management of SEND and Inclusion across multiple settings	*	

Professional knowledge and understanding

Significant experience of working with children with a wide range of SEND	*	
Knowledge of training other teachers and support staff and introducing SEND initiatives with demonstrable impact	*	
The theory and practise of providing effectively for the needs of all children	*	
Planning and implementing provisions for children with SEND including monitoring and assessment across multiple settings	*	
Understanding funding mechanisms for SEND and supporting others in the same	*	
Statutory National Curriculum requirements, inclusive pedagogy and adaptive teaching	*	
Understanding of and experience in leading on Unconditional Positive Regard		*
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEND and Child Protection	*	

Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	
Establish good professional relationships with pupils, parents/carers and colleagues	*	

Approach to work - Candidates should

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Maintain confidentiality at all times	*	
Ability to accommodate changes in work practice	*	
Apply attention to detail to ensure accuracy and validity		
Be able to work independently as well as part of a team	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other - Candidates should

Be a positive role model	*	
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THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:



Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.

