



Post Title	Trust Inclusion Lead
School / Organisation	Avanti Schools Trust
Location	National (with regular travel to Harrow)
Grade	L17-L23
Hours	0.8 FTE (with potential to increase to 1 FTE)
Contract Type	Permanent
	Year-round
Reports to	Regional Education Leader
Preferred Start Date	January 2026 (or September 2025 if available)

MAIN PURPOSES OF THE JOB

The Trust-wide Inclusion Lead will be a champion for inclusive provision for all SEND pupils and other vulnerable groups across the Trust, leading the strategic development of policy and practice in this area.

This role will lead inclusion in its broadest form, encompassing behaviour, diversity, SEND, pupil premium, CiC, medical needs, looked-after children, children affected by imprisonment, attendance, suspension, and exclusion.

Working closely with Trust level leaders, Principals and SENDCOs, this role will draw together a holistic strategic approach to inclusion, and enable the development of trust-wide and school-level plans to ensure that every child is included within our schools.

RESPONSIBILITIES OF THE JOB

Strategic Leadership

- Provide Trust-wide leadership in specialist areas such as SEND and disadvantaged, CiC, Medical Needs, attendance, suspension and inclusion, growing outstanding provision across the Trust.
- Working with the Trust's Regional Educational Leaders and Principals to develop the shared vision and strategic plans for our schools, in line with our organisational strategy.
- Provide thought leadership in working with stakeholders to implement the Trust's vision and strategic direction for inclusion so that every child's needs are understood and acted upon. This includes the creation of a strategic plan for inclusion across each school.
- Challenge, motivate and empower others to attain ambitious outcomes
- Lead on the development of the Trust Pupil Premium Strategy
- Hold ownership for the Trust's suspension, exclusion and attendance strategies, policies and plans.
- Contribute to the iteration and delivery of the Trust's organisational strategy

Supporting Schools

- Support schools in the development of their nuanced local plans for inclusion (in the broadest sense of the term) in line with the Trust's vision.
- Support schools to achieve their agreed targets for inclusion, which includes academic and social targets for SEND, disadvantaged, pupil premium and pupils with other disadvantaged backgrounds, including young carers, the bereaved, and families affected by imprisonment.
- Support individual staff with EDI matters in the classroom, leading on training where required and considering the impact on respective parties.
- Support and advise schools in developing plans for provision for Looked After/Previously Looked After Children
- Support and advise schools in positive behaviour management and the development of their behaviour curriculum
- Support and advise schools in the development and implementation of plans for pupils at risk of suspension or exclusion, including reintegration plans.



- Support schools in developing local plans to improve and sustain high levels of attendance for all pupils, particularly our most vulnerable.

Quality, Assurance and Standards

- Work with the Trust Data Lead to analyse and interpret relevant national, local, Trust and school data, research, and inspection evidence to inform policies, practices, expectations, targets and teaching methods relating to inclusion.
- Ensure the Trust meets its statutory obligations in relation to the administration and implementation of EHCPs.
- Evaluate the provision for students with SEND across the schools and use this analysis to identify effective practice and areas for improvement, and take action to further improve the quality of teaching across the Trust.
- Produce regular reports for School Improvement Boards, Trust Committees and Boards and for Regional Education Leaders on progress against inclusion targets and identification of high-risk areas.
- Provide feedback, assurance and reports to the Trust Board, Trust Committees and CEO as required

Developing the Organisation and Self

- Lead the Trust SEND network, supporting SENDCos to share best practice and learn from each other, demonstrating our commitment to collaboration and sharing good practice at all times.
- Engage with continuing professional and self-development in a proactive manner.
- Ensure the SENDCo in each school has an effective management system which values the contributions of learning coaches and provides professional development opportunities.
- Possess and continue to develop strong knowledge and understanding of the characteristics of high-quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for students with SEND.
- Build capability across the Trust in relation to admissions, exclusions and suspensions, providing development and coaching on challenging queries and complex cases to our leaders.

External Engagement and Brand Ambassadorship

- Secure the commitment of parents and the wider community to the vision and direction of the academies and the Trust.
- Escalate/liase with Local Authority Inclusion and SEND professionals – especially in complex cases or where challenge to Local Authorities is needed to secure best outcomes for children
- Create and attend networks with colleagues in similar roles in other Trusts.

Other Additional Duties

- Actively promote the safety and welfare of pupils, ensuring any safety checks or risk assessments are completed.
- Actively promote the Avanti ethos, including education excellence, character formation and spiritual insight – and able to navigate the differences between Faith-designated schools and Community schools.
- Horizon scan across the sector, aligning with and identifying early government and local authority changes which may affect the Trust, and building into Trust plans to address in a timely manner.
- Provide school-based emergency cover for SENDCos in the event of absence, if required

PERSON SPECIFICATION

Criteria		Requirement	
		Essential	Desirable
1.	Significant experience of leading inclusion in a multi-school or Trust-wide capacity	X	
2.	Experience in setting school-level targets and plans relating to inclusion	X	
3.	Excellent organisational skills including a good standard of numeracy and literacy, including calculating financial information	X	
4.	Experience of working with data and insights to make data-informed decisions	X	



5.	Ability to work on own initiative, making sound decisions quickly and efficiently and in line with the Trust's values; upholding the values and ethos of the Avanti Way	X	
6.	Ability to lead through times of change, with an understanding of effective change management with a people-focused mindset	X	
7.	Excellent ability to communicate clearly and concisely both verbally and in writing with colleagues at all levels of the organisation and externally	X	
8.	Excellent organisation and time management skills to be able to organise and prioritise multiple work streams within a fast-paced and evolving environment	X	
9.	Excellent interpersonal and stakeholder management skills, with the ability to develop positive and effective working relationships with a range of colleagues, and external stakeholders	X	
10.	Ability to produce work to a high standard, with excellent accuracy and attention to detail	X	

FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - <https://avanti.org.uk/wp-content/uploads/2025/06/Child-Protection-and-Safeguarding-Policy.Autumn-24.pdf>