

## Job Description: Network Lead for SEND

**Reports to:** Head of Inclusion

**Location:** Currently operating hybrid working in our West London Office

**Contract:** Permanent

**Pattern:** Full Time (standard hours 9am – 5.30pm)

**Salary:** £60,000 to £70,000 (depending on experience)

**Start date:** September 2025

### About the role:

Given the launch of our 10-year inclusion strategy and 3 year SEND strategic plan, Ark is excited to expand the Pastoral and Inclusion team to enhance the capacity of the team and therefore the support it can provide to all schools in the network.

The Network Lead for SEND will provide strategic and operational leadership and support to ensure high-quality provision for students with Special Educational Needs and Disabilities (SEND) across the Ark network. In particular this role will focus on developing our network approach to Quality First Teaching, Adaptive Practice and provision within the classroom. This role involves working closely with school leaders, SEND coordinators (SENCOs), central education team staff and other stakeholders. Applications from both primary and secondary colleagues are welcome.

### Key Responsibilities:

#### **Driving strategy**

- Support the Head of Inclusion and Director of Pastoral and Inclusion in implementing the SEND Strategy
- Provide strategic advice and support to school leaders on SEND provision

#### **Quality First Teaching and Adaptive Practice**

- Develop and implement strategies to ensure high-quality and adaptive teaching practices across the network
- Provide guidance and support to school leaders and teachers in adopting effective and flexible teaching methods that cater to the diverse needs of students with SEND
- Monitor and evaluate the impact of these teaching practices on student outcomes and provide feedback to improve teaching quality

#### **Policy and Practice**

- Ensure that all schools within the network adhere to statutory requirements and best practices in SEND provision
- Develop and disseminate policies, guidelines, and resources to support effective SEND practices

#### **Training and Development**

- Design and deliver training programs for senior leaders, SENCOs, teachers, and support staff to enhance their understanding and skills in supporting students with SEND and implementing inclusive practices
- Facilitate professional development opportunities and share best practices across the network

**Monitoring and Evaluation**

- Monitor the effectiveness of SEND provision across the network through regular reviews, audits, and data analysis
- Provide feedback and support to schools to improve outcomes for students with SEND

**Collaboration and Support**

- Foster strong collaborative relationships with school leaders, SENCOs, and external agencies
- Provide guidance and support to schools in developing their provision for students with SEND

**Reporting and Accountability**

- Prepare reports on SEND provision and outcomes for the Director of Pastoral and Inclusion, Regional Directors, Management Team and other stakeholders
- Ensure that all schools are held accountable for their SEND provision and that students with SEND receive the support they need to succeed

## Person Specification: Network Lead for SEND

### Qualifications

- Qualified to degree level and above
- Qualified to teach and work in the UK
- Evidence of relevant professional development

### Knowledge & Skills

- An excellent teacher, evidence of securing outstanding outcomes for all learners including those with SEND
- Proven track record of improving outcomes for students with SEND
- Demonstrable experience and expertise of SEND leadership
- Knowledge of SEND legislation, policies, and best practices
- Understanding of the challenges and opportunities in SEND provision within a multi-academy trust
- Ability to build strong relationships with a wide range of stakeholders
- Strong analytical and problem-solving skills

### Personal Qualities

- Commitment to Ark's vision and values
- Ability to manage multiple priorities and work under pressure
- Excellent leadership, communication, and interpersonal skills
- Passion for improving outcomes for students with SEND

### Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).*

*We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. To know more about Ark's diversity and inclusion commitments, please click on this [link](#).*