

Group Member:		Luminate Education Group	
Job Title:		Head of Inclusive Learning (High Needs)	
Reports to:		Director – Inclusive Provision & SEND	
Job Grade	Spot Point	Department	Inclusive Provision & SEND

ROLE SUMMARY:

This post has a dual role encompassing leadership and management of the central High Needs department, and through a matrix management approach, supporting the leadership of the high needs agenda across Luminate FE colleges.

As Head of Inclusive Learning (High Needs) the post holder will lead in the implementation of the SEN Code of Practice in relation to EHCP and high needs provision and in ensuring the college meets its legal and statutory requirements. They will lead all aspects of delivery in relation to the central High Needs function, ensuring the department is outward-looking and collaborative in its approach to working with cross-college teams.

As a leader of High Needs across Luminate FE Colleges they will drive and embed practices that deliver an outstanding experience for High Needs learners, and by extension those with SEND and/or additional vulnerabilities or disadvantages, ensuring that all learners and apprentices have a quality learning experience with outcomes comparable to their peers.

SPECIFIC ROLE RESPONSIBILITIES:

1. Develop, deliver and maintain an outstanding service and provision within the High Needs department, prioritising the student experience and delivering positive outcomes and transitions for students.
2. Support Campus Principals, Heads of Department, College Managers and other staff to fully embed the SEND agenda, specifically the high needs landscape, in order to provide an outstanding, inclusive, and aspirational experience for students and staff.
3. Develop and lead strategies and projects, including work with external stakeholders to support outstanding outcomes for high needs learners, including how to prepare for adult life, supported internships, apprenticeships, traineeships, work and further learning.
4. Support exceptional High Needs provision by acting as a central advisor; empower curriculum teams to consistently meet learners' needs and deliver positive outcomes, without directly managing delivery staff.

5. Take responsibility for monitoring High Needs funding and rigorous EHCP compliance, ensuring all relevant funding is correctly claimed and statutory obligations are met by curriculum areas.
6. Develop strategic pathways (such as supported internships and preparation for adulthood) and act as the group-wide expert providing statutory advice to leaders and external stakeholders.
7. Lead quality monitoring, data tracking, and Ofsted readiness specifically for High Needs provision, producing detailed reports to advise leaders on continuous improvement.
8. Equip curriculum teams with the expertise to confidently embed the graduated approach and adaptive teaching strategies directly into their planning for High Needs learners.
9. Work collegially with members of the Luminate Management Team (LMT) across the Group to ensure that all Luminate FE Colleges meet legislative requirements in relation to High Needs and SEND students.
10. Support the Directorate Leadership Team to ensure that provision across the group is innovatively developed, research led and based on / develops best practice.

CORE RESPONSIBILITIES:

1. **People Management:** Undertake all duties that ensure effective people and talent management strategies are in place, to lead and develop a successful, autonomous and high performing team, that reaches targets and proactively demonstrates the organisation's Values and mission, whilst taking ownership of their remit.
2. **Leadership:** Cultivate and embed a positive learning culture for staff and students. Support and influence colleagues and peers to contribute effectively to the strategic aims of the College and Luminate, ensuring that local, regional and national priorities are met, to secure outstanding outcomes for students and employers. Role model desired behaviours and champion diversity, inclusion and innovation.
3. **Financial Responsibility:** Ensure the effective and efficient management of budgetary responsibilities in accordance with the College's financial regulations, to ensure the Department is efficiently run and delivers its financial contribution targets. Maximise innovative funding opportunities relevant to the department, including project income.
4. **Curriculum Design:** Support and advise curriculum teams to enable them to plan a creative and effective curriculum which meets industry/sector needs through the delivery of blended learning, including the use of assistive technology. Ensure that individual student needs are supported in their learning journey.
5. **Sourcing students/enrolment/marketing:** Lead an exciting and engaging recruitment process, to include open and taster days, enrolment events, interviewing of prospective students, keep warm activities and that challenging recruitment targets are met. Ensure that IAG, transition, interview and enrolment are effective, and resources are provided to ensure students are adequately supported by the department.
6. **Induction & integration:** Ensure the highest standard of quality advice, guidance and induction are provided, so that students are supported effectively, and progress onto the right course, resulting in attaining a sustained positive destination. Ensure that students integrate well into college life, they have a voice and are aware of networks they can participate in.

7. **TLA+Q oversight, driving standards:** Ensure that student retention, success, value added / distance travelled and progression rates for SEND learners exceed national average year-on-year. Ensure effective quality assurance measures are adhered to, in accordance with guidance from the Quality team.
8. **Observations & role modelling:** Lead and model outstanding teaching, learning and assessment practices. Complete learning walks and teaching observations and provide constructive, developmental and detailed feedback, to enhance the quality of teaching of learners with SEND.
9. **Student engagement/enhancing the student experience:** Motivate and inspire students to achieve and develop their skills to enable progression. Facilitate and support the input of the student voice opportunities and actively seek projects and support to ensure students enjoy their time in college, have fun and gain valuable life skills.
10. **Equality, Diversity & Inclusion (EDI):** Create an inclusive culture, which recognises and ensures proactive responses to support the vulnerabilities and risks which affect some students. Liaise with Student Life services including safeguarding, student experience and mental health and wellbeing to ensure effective support and smooth transition into college and onward to future destinations.
11. **External engagement:** Liaise and network with local authorities, government agencies, sector specialist groups and other relevant stakeholders to ensure that future planning for SEND is in place.
12. **Intelligence gathering/analysis work:** Undertake root cause analysis to address areas of change, whilst using evidence based methodologies to choose directions of travel and effective planning techniques. Utilise workforce and engagement data to effectively raise satisfaction levels and performance. Prepare and produce detailed reports, as appropriate.
13. **Collaboration/planning/cohesion:** Support the sharing of skills to other team members through workshops or other CPD activities. Proactively engage in cross college/group project work, aligned with strategic and innovative projects that enhance the student and staff experience which may also raise the profile of the organisation.
14. **Commitment to driving continuous improvement:** Actively promote continuous improvement methodologies, including participation in curriculum and College self-assessment reports, inspection preparation, quality audits and process reviews.
15. **Support the Director and deputise as appropriate.**

GENERAL LUMINATE EDUCATION GROUP RESPONSIBILITIES FOR ALL STAFF:

- Maintain and update knowledge of the subject/professional area and co-operate in any staff development activities required to effectively carry out the duties of the post.
- Comply with safeguarding procedures, including the promotion of the welfare of children and vulnerable adults.
- Comply with all relevant policies and procedures.
- Act with honesty and integrity to maintain high standards of ethics and professional standards.
- Use and promote relational practice approaches.
- Comply with all legislative and regulatory requirements.

- Promote a positive image of the Luminate Education Group and member organisations.
- Any other duties commensurate with the level of the post, which may be required from time to time.
- Embody the Group's Values:

Kindness

Creating communities where people can be authentic and true to themselves with support, trust and guidance from those around them

Ownership

Using our robust business planning model to allow areas to have clear ownership over their vision and performance

Enjoyment

Fostering environments that enable staff and students to be brave, interact and have fun

Collaborative

Proactively seeking opportunities to create synergies and positive outcomes for all

Passion

Encouraging all to have aspiration and passion in everything they do.

Creative

Always hungry to learn and looking ahead so we can be responsive

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Department	Inclusive Provision & SEND

The specific qualifications, experience, skills and values that are required for the role are outlined below. You should demonstrate your ability to meet these requirements by providing clear and concise examples on the application form. Each criteria is marked with whether it an essential or desirable requirement and at which point in the recruitment process it will be assessed.

Methods of Assessment:

A = Application Form, I = Interview, T = Test or Assessment, P = Presentation, C= Certificate, MT = Micro Teach

Qualifications and Attainments		
Essential (E) Desirable (D)	Criteria	Method of assessment
E	Q1. English and Mathematics at Level 2 or above and a willingness to improve in one or both disciplines to level 3 or above.	A / C
D	Q2. Level 5 teaching qualification. Heads of Department are also expected to commit to the Education and Training Foundation Professional Standards.	A / C
E	Q3. Professional level 4 qualification and/or degree.	A / C
E	Q4. Relevant recognised professional attainments.	A / C
D	Q5. Masters or other relevant Postgraduate Qualification.	A / C

Experience and Knowledge		
Essential (E) Desirable (D)	Criteria	Method of assessment
D	EK1. Relevant up to date subject knowledge.	A / I / T
E	EK2. Thorough and up to date knowledge of Government policy in relation to SEND and education and skills, including its funding and curriculum / qualification reform	A / I
E	EK3. Expertise, knowledge and understanding of the Sector	A / I / T
E	EK4. Proven experience managing staff in an educational setting	A / I
E	EK5. Proven experience managing and utilising data to inform quality improvement, including planning, monitoring and reviewing.	A / I / T
D	EK6. Substantial teaching experience in FE	A / I
E	EK7. Experience of working positively with young people and adults	A / I
E	EK8. Experience of successful administration and management of financial budgets	A / I

Skills and Competencies		
Essential (E) Desirable (D)	Criteria	Method of assessment
E	SK1 Communicating with others Manages 'necessary' performance conversations with confidence.	I
E	SK2. Working with others Promotes initiatives that continually improve the student experience and all service provisions across the group.	I
E	SK3. Developing and leading others	A / I

	Fosters an inclusive working environment that promotes equality, fairness and respect.	
E	SK4. Business Acumen Understands and effectively interprets own budget and financial plan	A / I
E	SK5. Decision Making, Planning, Prioritisation Has a solution focused, evidenced based approach to decision making.	A / I / T
E	SK6. Personal Accountability and Inclusivity Fosters a culture of reviewing and improving current practice, using reflection to identify areas for development for self, colleagues and service provision.	A / I
E	SK7. Future Proofing Actively utilises LMI and technical data to ensure long term sustainable plans in place, to support organisational growth.	A / I
E	SK8. Innovation and Engagement Able to review current systems and develop a process for continued innovation and improvement.	A / I

Behavioural, Values and Ethos		
Essential (E) Desirable (D)	Criteria	Method of assessment
E	B1. Support and promotion of equality, diversity and inclusion	A/I
E	B2. Promotion of a safe environment for children, young people and vulnerable adults to learn in	I
E	B3. Commitment to the PREVENT agenda	I
E	B4. Commitment to professional standards	I
E	B5. Commitment to relational practice approaches	I