



Job Title: Inclusion Team Lead

Hours: 37.5 hours per week

Reporting to: Assistant headteacher (Inclusion)

Purpose of the Job

To lead, implement, and sustain inclusive, trauma-informed practices (TIP) across the school, ensuring that pupils with SEMH needs are supported effectively. The Inclusive Practitioner Lead will provide strategic and operational oversight of inclusive education, staff development, and pupil support, while also acting as the Designated Safeguarding Lead (DSL) building strong relationships with families in need of support. The role ensures evidence-informed interventions and consistency in best practice, while also supporting quality assurance processes such as Sleuth reporting and restraint reduction.

Key Result Areas

- Whole school implementation and monitoring of trauma-informed practice (TIP)
- Support the delivery of Thrive practice across the setting
- Quality assurance and use of Sleuth for behavioural data analysis and intervention planning
- Safeguarding leadership as DSL
- Effective and empathetic liaison with families and carers
- Reduction in use of restrictive practices and increased positive outcomes for pupils
- High levels of staff engagement in inclusive practice and wellbeing support

General Responsibilities, Duties and Accountabilities

- Monitor and enhance whole-school TIP approaches
- Provide direct support, coaching and CPD to staff in embedding inclusive practices
- Champion the reduction of physical interventions through proactive regulation strategies and staff support
- Ensure all staff are confident and consistent in the application of trauma-informed strategies
- Monitor and evaluate behaviour trends via Sleuth; lead regular feedback to staff and adapt interventions accordingly
- Act as Designated Safeguarding Lead, ensuring all policies, procedures and recording systems are followed



Outcomes First Group

- Liaise with families to promote engagement, trust and support, including home visits and parent/carer support sessions
- Ensure safeguarding concerns are appropriately logged, followed up, and reported to external agencies when required
- Contribute to the development of whole-school policies and strategy around inclusion, behaviour and wellbeing

Assessment and Recording

- Monitor **Evidence for Learning (EfL)** to track academic, emotional and social progress
- Analyse data trends (academic, behavioural and safeguarding) to identify patterns, gaps and next steps
- Use Sleuth to quality assure TIP-related strategies and the impact of inclusive interventions
- Maintain accurate and timely records of safeguarding concerns and family support engagements

Support / Supervision of Pupils and Staff

- Model regulation and relational practice in crisis and non-crisis situations
- Support staff wellbeing through coaching and reflective practice linked to inclusion and behaviour
- Offer supervision and guidance to staff delivering TIP-based or Thrive sessions
- Mentor across all education staff in the delivery of inclusive approaches

Professional Skills, Knowledge and Understanding

- Deep knowledge of trauma-informed practice, attachment theory, and SEMH needs
- Understanding of national safeguarding policy and statutory responsibilities
- Skilled in leading professional development and whole-school change
- Experience with tools such as **Sleuth**, **Thrive**, and **Evidence for Learning**
- Excellent interpersonal, communication and conflict-resolution skills
- Ability to develop strong, trusting relationships with pupils, families, and professionals

Teamwork and Collaboration

- Work as part of the Senior Leadership Team to shape and drive inclusive vision and practice
- Collaborate closely with teachers, therapists, and external agencies
- Provide regular updates and training to staff teams



Outcomes First Group

- Promote a culture of openness, respect, reflection and continuous improvement

Other Duties

- Attend relevant safeguarding and Thrive training to maintain up-to-date practice
- Participate in line management meetings and performance development reviews
- Represent the school in external meetings as required
- Any other duties commensurate with the post, as directed by the Headteacher or SLT

Safeguarding Statement

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and relevant employment checks.