



JOB TITLE:	Director of Education & Practice Standards
LOCATION:	Regional Role
REPORTS TO:	Quality & Compliance Director
ACCOUNTABLE TO:	UK CEO

About Us

At Outcomes First Group, we believe every child can thrive when given the right environment for success. As one of the world's leading providers in our sector, we deliver exceptional, research-led education tailored to each individual, with smaller class sizes and personalised learning plans. Our vision is to empower every child with a world-class education that nurtures potential and inspires lifelong learning. Our mission is to unlock that potential through personalised learning and opportunity, and our promise is simple: we listen, we work together, and we are accountable to one another to make the remarkable happen.

Role Purpose

The Director of Education Practice and Standards will provide strategic leadership to ensure excellence in teaching, learning, and practice standards across all 60+ SEN schools within the organisation. You will champion high-quality, inclusive education for students with special educational needs and disabilities (SEND), ensuring compliance with statutory regulations, promoting innovation, and driving continuous improvement. This role will also include overseeing a team of 12 people.

Key Responsibilities

Strategic Leadership

- Develop and implement a visionary education strategy that promotes outstanding practice and aligns with the organization's mission and values.
- Ensure all SEN schools achieve or exceed the required standards set by Ofsted or relevant inspection bodies.



- Lead on the development of consistent, evidence-based teaching, learning, and assessment strategies tailored to SEN settings.

Quality Assurance and Compliance

- Monitor and evaluate the quality of education and practice standards across all sites, ensuring compliance with national legislation, statutory frameworks, and local authority requirements.
- Lead on the development and implementation of key policies and procedures related to SEN education and safeguarding.
- Use data, metrics, and qualitative insights to identify areas for improvement and implement targeted interventions.

Curriculum and Innovation

- Oversee the design and implementation of inclusive, personalized, and innovative curricula to meet the diverse needs of students with SEND.
- Foster the use of technology and assistive tools to enhance teaching, learning, and accessibility.
- Keep up to date with developments in SEN education and embed best practices across the organization.

Professional Development

- Design and deliver comprehensive training programs to ensure staff are skilled in SEN-specific teaching methodologies, behavior management, and therapeutic interventions.
- Provide mentorship and guidance to headteachers and senior leaders in each school.
- Promote a culture of continuous professional development (CPD) and reflective practice across all levels of staff.

Stakeholder Engagement

- Build strong relationships with parents, carers, local authorities, and external agencies to ensure a collaborative approach to student progress and well-being.
- Represent the organization at national and local forums on SEN education and policy.
- Act as a key spokesperson for the organization, advocating for the needs of students with



SEND.

Operational Leadership

- Support the recruitment, retention, and development of high-caliber staff who are passionate about SEN education.
- Manage budgets effectively to ensure resources are allocated to areas of greatest impact.
- Work collaboratively with other directors to ensure organizational goals are met.

Person Specification

Essential Criteria

Experience:

- Significant leadership experience in SEN education, preferably at a multi-school or strategic level.
- Proven track record of driving improvement in SEN schools or settings.
- Experience in curriculum design, quality assurance, and staff development for SEN environments.

Knowledge and Skills:

- Deep understanding of SEND legislation, including the SEND Code of Practice and EHCP processes.
- Expertise in SEN-specific teaching and therapeutic approaches.
- Strong leadership, communication, and interpersonal skills.
- Ability to use data effectively to inform decision-making and measure impact.

Desirable Criteria

- Experience working with residential SEN settings or therapeutic provisions.
- Knowledge of assistive technologies and their application in education.

Key Attributes

- Visionary leader with a commitment to achieving the highest outcomes for students with



SEND.

- Collaborative and empathetic approach, with the ability to inspire and motivate teams.
- Resilient, adaptable, and solution-focused in challenging situations.