LEIGH
Academies Trust

Job Pack

Inclusion Manager
Leigh Academy Wilmington

Introduction

Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our Careers Page.

For any questions? Contact us on:
joinus@latrust.org.uk | 01634 412 263

Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be "Outstanding" whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a "warm strict" approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region's biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our **Vision 2030**, available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE
CHIEF EXECUTIVE

Our Benefits

At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: **latcareers.org.uk/benefits**

Our Mission: *Education for a better world*

At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.

Job Description

Leigh Academy Wilmington

Job Title: Inclusion Manager
Reports to: Head of College (Vice Principal)
Location: Leigh Academy Wilmington

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Main purpose of role:

The Inclusion Manager will lead on the operational coordination, administration and monitoring of internal behaviour systems across the academy. This includes responsibility for internal exclusions, detentions, behaviour monitoring processes and proactive behaviour interventions to ensure high standards of conduct and learning are maintained.

The postholder will work closely with the Senior Leadership Team to support the effective implementation of behaviour systems through accurate data analysis, daily operational oversight and consistent application of academy expectations.

The role also includes responsibility for the proactive coordination of daily cover timetabling to minimise disruption to learning, alongside supporting with the organisation and administration of Learning Beyond the Curriculum (LBC) days. These are planned opportunities for students to develop their personal, cultural and professional understanding outside of the traditional classroom. LBC days are designed to enhance the curriculum by promoting teamwork, resilience, aspiration and career readiness, ensuring students gain meaningful external experiences that support both academic success and future pathways.

Key Responsibilities:

Behaviour Systems and Internal Inclusion

- Lead the daily coordination and supervision of internal exclusions and detention provision, ensuring academy procedures are followed consistently.
- Monitor student conduct, engagement and work completion within internal inclusion and detention spaces, maintaining a calm and purposeful environment.
- Liaise with teaching staff and pastoral teams to ensure appropriate and meaningful work is provided for students accessing internal provision.
- Ensure restorative approaches and reflection opportunities are embedded to support positive behaviour change.
- Maintain accurate communication with parents, carers, staff and senior leaders regarding behaviour outcomes and expectations.
- Data Monitoring and Analysis

- Maintain accurate daily records of internal exclusions, detentions and behaviour interventions using Bromcom.
- Support with the analysis behaviour data and trends, producing regular reports to assist strategic decision making.

Cover and Operational Timetabling

- Support with the proactive planning and coordination of daily staff cover arrangements to minimise disruption to learning.
- Work closely with senior leaders to ensure appropriate staffing, supervision and rooming arrangements are in place.

Learning Beyond the Curriculum Administration

- Coordinate the organisation and administration of Learning Beyond the Curriculum trips in collaboration with a member of the Senior Leadership Team.
- Manage communication, documentation and administrative processes in line with Trust procedures.
- Ensure accurate recording of student participation, permissions and safeguarding requirements.

Professional Values and Practice

- Support the academy's commitment to students' personal development and positive behaviour culture.
- Act as a professional role model, demonstrating high standards of conduct, organisation and communication.
- Work collaboratively within designated teams, contributing positively to effective working relationships.
- Uphold safeguarding and health and safety responsibilities in all aspects of the role.
- Contribute to the effective and efficient running of the academy.
- Undertake other reasonable duties commensurate with the role.

Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the **Keeping Children Safe in Education document (Department of Education)**.

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

Person Specification

Leigh Academy Wilmington

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Inclusion Manager, we would expect candidates to demonstrate:

Qualifications

Essential

- O'Level/ GCSE A-C pass grade/ new grade Level 4-9 in Mathematics and English.

Experience

Desirable

- Experience working with children within a secondary setting.
- Experience working with children with special educational needs (SEN) in a secondary school setting.
- Experience with English as an additional language (EAL).

Knowledge

Essential

- Commitment to the well-being of pupils, with up-to-date knowledge of and adherence to statutory safeguarding procedures and regulations.

Desirable

- Knowledge and understanding of the different social, cultural and physical needs of pupils.
- excellent personal ICT skills.

Attributes

Desirable

- Have the ability to communicate, relate to and build positive relationships with students and staff.
- Be highly organised with excellent planning and time management skills.
- Have excellent communication skills and the confidence to liaise with families and colleagues.
- Have strong IT skills and experience using Management Information Systems.
- Be willing to undertake training and development.
- Safeguarding of students and Duty of Care.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.

Apply

We're delighted that you're considering joining Leigh Academies Trust. To apply for this opportunity, please submit your online application via the job advert on our current vacancies page.

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by clicking here.

A member of the Recruitment Team will be in touch to help find the right role for you!

