



Trinity High School

& SIXTH FORM CENTRE

Part of Bordesley Multi Academy Trust



SENDCO & INCLUSION LEAD

**ASSISTANT HEADTEACHER
CANDIDATE PACK**



Dear Candidate,

Thank you for your interest in Trinity High School.

This is a school with ambition. A school with purpose. A school that believes deeply in the power of education to transform lives.

At Trinity, we are driven by a clear moral commitment: to ensure every young person, regardless of background, achieves excellence and develops the character to thrive in the world beyond school. Our vision—"Excellence for All"—is not a slogan; it is a daily expectation that shapes everything we do.

We are proud of our strong sense of community. Trinity is a school where relationships matter, where staff are valued, and where a shared sense of purpose creates a culture of belonging. Our HEART values are lived, not laminated—they guide how we teach, how we lead, and how we support one another.

We are also at a pivotal point in our journey.

We are building a school defined by:

- high expectations and consistency in every classroom
- exceptional behaviour and a culture of learning
- a knowledge-rich curriculum that opens doors
- a personal development programme that shapes confident, compassionate young people
- a staff culture rooted in support, development, and professional pride

This is an opportunity to be part of something that matters.

We are looking for colleagues who share our ambition, who are committed to making a difference, and who want to contribute to a school that is moving forward with clarity and purpose.

In return, you will join a team that is united, supportive, and determined to provide the very best for its students and staff. You will work in an environment where your contribution is valued, your development is prioritised, and your impact is real.

If you are ready to play a part in shaping the future of Trinity High School, we would be delighted to hear from you.

Yours sincerely

Stephen Kearns
Headteacher



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Trinity High School & Sixth Form Centre is seeking an exceptional leader to join our Senior Leadership Team as Assistant Headteacher, SENDCo and Inclusion Base Lead.

This is a pivotal strategic role within our school. The successful candidate will provide whole-school leadership for Special Educational Needs and Disabilities, champion inclusion and ensure that every pupil receives the support, challenge and provision required to achieve excellence.

As Assistant Headteacher, you will lead the strategic development of SEND across the school, ensuring statutory compliance, high-quality provision and outstanding outcomes for our most vulnerable learners. Alongside this, you will oversee our Inclusion Base, ensuring that it provides exceptional support for pupils whose needs require additional intervention whilst maintaining ambitious expectations and successful reintegration into mainstream learning wherever appropriate.

You will work closely with senior leaders, curriculum leaders, pastoral teams, external agencies and families to remove barriers to learning, improve outcomes and ensure inclusive practice is embedded across every aspect of school life.

This role requires a leader who understands that inclusion is not a place, but a culture. Someone who can combine strategic thinking with operational excellence, and who is equally comfortable influencing whole-school practice and supporting individual pupils and families.

We are looking for a leader who:

- **Is relentlessly committed to the belief that every child can succeed.**
- **Places academic achievement at the heart of inclusion.**
- **Has a deep understanding of SEND legislation, effective provision and inclusive practice.**
- **Can strategically lead whole-school improvement whilst maintaining a strong focus on individual pupils.**
- **Is highly visible and builds positive relationships with pupils, staff and families.**
- **Can inspire, support and challenge colleagues to deliver excellent adaptive teaching and inclusive classroom practice.**
- **Has an intrinsic desire to improve the life chances of young people and their families.**



APPLICATION DETAILS

Visits to the school are warmly welcomed.

Please contact the Headteacher's PA Mandy Martin at martinm@trinity.bmat.co.uk to arrange a suitable time.

Closing date: Thursday 15th October 2026

Interviews: Monday 19th October 2026

Start date: January 2027 or sooner by agreement

We reserve the right to close the recruitment process early and make an appointment before the advertised dates for the appropriate candidate.