

#EMATters



Application Pack
Additional Resource
Provision Leader

"Every child deserves to
be the best they can be"

Welcome to Prince William School

On behalf of the Prince William School (PWS) and EMAT community, we thank you for your interest in being a key member of the new ARP leadership team which will be working in a brand-new, purpose-built ARP for up to 48 young people, aged 11-16 with an EHCP and primary presentation of EBSA, Anxiety, and /or ASC. Our first 5 students will be joining us in September 2025; over the first year we forecast to have 12 young people on roll at the ARP.

Our ARP is part of the national SEND and AP Change Programme in partnership with North Northamptonshire Council and will be located at PWS. The ARP will be a repurposed, an exclusively designed build which will feature its own entrance for students and visitors, specially designed classrooms including an art studio, therapeutic rooms for visiting clinicians, a sensory room, and a designated area for students and staff to interact, eat, and meet together. Work is due to start on site in June 2025.

EMAT is the first Trust nationally to work exclusively with the NHS via Education Mental Health Practitioners (EMHPs) alongside therapeutic partners to deliver a clinically led educational offer for young people who are unable to access education in a mainstream setting. The ARP will be a leader in its field, bringing together Education, Health, and Care to work holistically with each young person.

The ARPs vision is to be a beacon of inclusive education and a leader in its field. Pupils at PWS's ARP will be supported to make social and academic progress from individual starting points in an inclusive environment. Every element of our ARP design is based on pupils and their families being part of the PWS experience and is aligned with EMAT's ethos that "every child deserves to be the best they can be". ARP staff will work in partnership with PWS staff; providing both pupils and staff with the right environment to thrive is essential.

Staff wellbeing is important to us, and when you become part of the PWS and #EMATters community you'll have access to a range of employee benefits from confidential support to cycle to work vouchers. You will also be supported in your career, which means that you can expect high quality training, the time to attend training and continuous professional development plus there are many opportunities to connect with fellow professionals across our EMAT network.

This is an exceptional opportunity to be part of a dynamic new ARP which will serve North Northamptonshire's young people and their families through an integrated educational, health, and care offer. If you would like to visit the school prior to applying, or for an informal chat please contact me via the school office and we would be happy to show you around and answer any questions that you have.



Anna Hewes
Headteacher



Post Description:	
Post title:	ARP (Additional Resourced Provision) Leader
Responsible to:	Headteacher
Liaising with:	SENCO (Assistant Headteacher) and Deputy Headteacher (Behaviour and Welfare)
Pay Range:	MPS/UPS and TLR 2 Banding and SEN Allowance
Contract:	Permanent
Closing Date:	26th September 2025
Interview Date:	ASAP

Job Purpose

Are you an inspirational leader and advocate for young people with SEND? Do you have the passion, drive and expertise to lead a brand-new ARP that achieves aspirational social and academic outcomes for the learners who will attend the provision?

We are opening a newly repurposed build for up to 48 students with Emotionally Based School Avoidance (EBSA), a diagnosis of Anxiety or on the pathway to this, and/or an ASD diagnosis. Students will currently be working with external practitioners(e.g. – CAMHS) or will be open to working with clinical services. Our student's profile will be one of social and emotional vulnerability who is finding it difficult to attend school.

The ARP is due to open to its first cohort of students in September 2025 on a phased entry. The ARP leader will join us beforehand to prepare for the opening. This is an excellent opportunity for an experienced and excellent SEND leader or experienced SEND Teacher to join us in the role of ARP leader.

As a specialist setting, the ARP will operate as a “school within a school” model; ARP colleagues will work in partnership with the wider school community to ensure that the ARP's vision and its ethos of the extended offer are embedded.

The ARP Leader will be responsible for successfully managing, leading and developing the ARP vision and values through a clinically informed educational offer to meet the needs of the young people on roll.

The new ARP leader will be supported with professional development opportunities alongside Trust and school based assistance, including a comprehensive induction programme.

The role includes; effectively managing a team comprised of teachers and ISPs (Individual Support Practitioners); liaising and working alongside clinical practitioners; overseeing and checking the quality of provision to ensure best practice; and delivering on EHCP outcomes and pathway to adulthood targets. You will work in partnership with parents/carers, external specialists, the Local Authority, and the Senior Leadership Team at Prince William School.

This role would suit a candidate with proven leadership ability and impact, a detailed, working knowledge of the SEND Code of Practice, experience of teaching pupils within the ARP's profile, and a proven track record of managing a team.

Responsibilities include:

- To be responsible for the operational day-to-day running of the ARP pupils and staff.
- To discuss admissions and referrals to the ARP with stakeholders and be responsible for the orientation and admissions of new students.
- To be accountable for the safeguarding, progress and wellbeing of all pupils and staff in the ARP, ensuring their needs are fully met and best possible outcomes achieved in line with EHCPs.
- To be accountable for the safety and wellbeing of ARP pupils and staff.
- To be responsible for ensuring that high quality practice and evidence-based therapeutic and teaching and learning strategies are implemented, in line with latest SEND research, to meet pupil needs.
- To line manage ARP staff and oversee continuous professional development.
- To communicate a clear and inspiring vision for the ARP and aspirational expectations for pupils.
- To oversee and review provision for all pupils in the ARP in line with individual strengths and needs and be accountable for provision mapping and resourcing.
- To ensure provision is fully aligned with individual EHCPs and the SEND Code of Practice.
- To manage the effective intent, implementation and impact of a personalised curriculum to meet the needs of all learners.
- To be responsible for reporting on pupil progress and evaluation of the ARP to School Leaders, the local authority, and trust leaders.
- To manage statutory procedures, such as annual review meetings, in partnership with parents and carers and external specialists.
- Liaise with school colleagues and parents and carers to plan, implement, and review integration of pupils.
- To be responsible for planning and resourcing within the ARP budget.
- To lead and support staff implementing a progressive, engaging and personalised curriculum to suit individual learner needs.
- To lead, model and support staff in delivering highest quality first teaching, in line with current research.
- To coach staff through a highly personalised approach to continuous professional development and be responsible for creating opportunities for staff development.
- To work collaboratively with colleagues across school to support successful integration of pupils and deepen inclusive practice.
- To oversee individual pupil timetables, learning plans and provision.
- To evaluate teaching and learning and the impact on pupil progress.
- To analyse assessment data and evaluation to inform next steps for pupil progress.
- To analyse assessment data and evaluations to review and adapt the curriculum.
- To lead and support staff assessing, tracking and reviewing pupil progress and sharing progress with stakeholders.
- To promote policies and procedures relating to child protection, health, safety and security, SEN/Inclusion and data protection, reporting all concerns to the appropriate named person.
- To oversee and review all policies and procedures in relation to the ARP.
- To plan and lead meetings with ARP staff and lead training opportunities and professional development as required.

- To provide support for pupils' emotional and social needs by encouraging and modelling positive behaviour in line with school policy.
- To role model PWS and EMAT values and treat pupils, parents/carers, staff and visitors to the ARP with respect and care at all times.
- To maintain confidentiality and respect the privacy of parents, pupils, staff and visitors.
- To lead training and professional development as required, sharing skills and expertise with others.
- To contribute to the overall ethos of the ARP and PWS.
- To adhere to the school health and safety policy including risk assessment and safety systems.
- To adhere to school policy on equality and diversity.

Attribute	Essential	Desirable
Qualifications and training	• QTS and eligibility to work in the UK. • DSL Level 3 Safeguarding Trained or willingness to be trained • NPQ SENCO Qualification or willingness to work towards the qualification. • Clean and current driving licence	• NPQ or other management qualification • SENCO qualification
Experience	• Knowledge of and ability to manage statutory processes in line with Local Authority requirements for young people with SEND. • Significant experience of working with young people who have special needs, including autism, EBSA, or anxiety. • Understanding of a clinically led educational approach. • Working with parents/carers of young people with SEND. • Trained in Team Teach or willingness to be trained. • Understanding of contextual safeguarding. • Secure classroom teacher with the ability to reflect on lessons and continually improve their own practice.	• Experience of working with an in house Multi-Disciplinary Team • Ofsted experience • Evidence of participation in recent relevant Continuing Professional Development relevant to a middle leadership post.
Knowledge and skills	• Excellent working knowledge of the SEND Code of Practice and strong understanding of legislation • Secure knowledge of the National Curriculum at Key Stage 3 and 4	• Experience of writing and devising a therapeutic led curriculum which is personalised based on individual needs.

	• Knowledge and implementation of evidence-based strategies to support learners with EBSA, Anxiety, and Autism. • Understanding of behaviour as a communication together with sound knowledge of best practice to support emotional regulation and anxiety, to reduce barriers for learning. • To be responsible for monitoring, evaluating and reviewing teaching and learning/ pupil outcomes. • Secure understanding of ILPs and Risk Assessments.	• Ability to plan, resource and review provision and manage a budget • Ability to identify own development needs and those of your team
Personal qualities	• Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups • Personal and professional resilience in the face of challenging situations. • Self-motivated, productive, diligent and thorough. • Commitment to an open, collaborative style of management. • Commitment to own personal and professional development and that of all staff. • Commitment to best practice in the safeguarding of vulnerable young people. • Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, external agencies and the wider community. • A commitment to the vision, values, aims and objectives of Prince William School and East Midlands Academy Trust	

Compiled by:

Revision Number

Approved by:	Revision Date __/__/__
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Additional duties

Whilst every effort has been made to explain the main duties and responsibilities, please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

N.B. The post holder will carry out his/her responsibilities in accordance with the Trust's equal opportunities policy.

This job description is provided to assist the post holder to know what his/her duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of the post.

How can I apply?

We have an online application form on our careers page under [Job Vacancies](#) and request that you complete the supporting statement in detail, explaining why you are the perfect person for this exciting opportunity. Please be aware that although we will not accept any CVs we welcome applicants to explore the opportunity before applying and if you have any questions about the role or the process, please get in touch with **Hannah Fajemiyo - HR Business Partner**. Please inform us if you require any particular adjustments, arrangements, or access needs as part of the recruitment process.

Vacancy Closing Date: 26th September 2025

Interview Date: ASAP

About East Midlands Academy Trust

All staff should be committed to the school and East Midlands Academy Trust's purpose, values and objectives.



Health and Safety

So far as is reasonably practical, the post holder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and learners.

Safeguarding

EMAT is committed to the safeguarding of its young persons and expects all staff, volunteers and adults to work within the parameters of the policies and procedures as agreed by the Board of Trustees to ensure the safety of all young persons within its care.

Equal Opportunities

It is the policy of EMAT to provide equal opportunities for all individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. EMAT promotes equal employment opportunities in all aspects of employment through positive employment policies and practice.

If any special requirements are needed to attend an interview, please inform the trust.

Hello and welcome to East Midlands Academy Trust.

We're a thriving multi-academy trust, which currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes serving over 5,000 pupils through the tenacity and professionalism of 600 colleagues. I like to call the members of our immediate and extended community #EMATters.

Every child deserves to be the best they can be, and therefore inclusion is at the heart of everything we do. By joining the #EMATters team, you will have the opportunity to help us ensure that high quality education is available to everyone, regardless of their ability or background.

You will be supported throughout your career journey with us, as we recognise that achieving our aim that every child deserves to be the best they can be is only possible through committed and empowered colleagues and a strong culture of personal and professional development, which includes a host of learning opportunities offered through our in-house training hub.

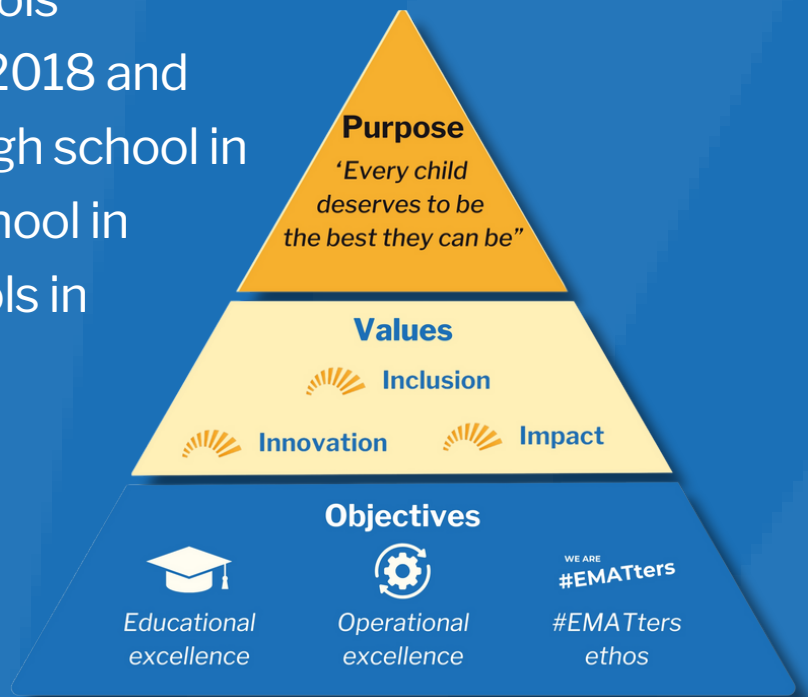
Thank you for your interest in East Midlands Academy Trust. And if you have any questions do get in touch via hrqueries@emat.uk

Joshua Coleman
Chief Executive
East Midlands Academy Trust



About East Midlands Academy Trust

Our community of seven schools collectively became EMAT in 2018 and currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes, with more than 600 #EMATters serving over 5,000 pupils.



“Every child deserves to be the best they can be”

This can only be achieved with committed and empowered colleagues. That’s why we have created a strong culture of personal and professional development, which includes access to a host of learning opportunities offered through our in-house training hub to all #EMATters

