



Head of Behaviour & Inclusion

Central

At Aspris, our vision is to support our colleagues and young people to achieve their potential. Across our schools, colleges and childrens homes, our caring colleagues build confidence and boost ambition. Our five core values shape everything we do. We are aspirational, resilient, courageous, dedicated and fun and uplifting. These values define our culture and inspire us to make a lasting difference in the lives of those we support. **That's the Aspris difference.**

our people promise...

Unlocking potential
for all



We invest in your growth through learning and development. Career progression is built into our culture. We believe in your potential - **and help you reach it.**

Wellbeing and
belonging



Your wellbeing matters - we're committed to creating a supportive environment through mental health resources, work-life balance, and flexible working where possible.

The Aspris
difference



We do the right thing - for young people, colleagues, and communities. You'll have the tools and support to **fulfill your potential**. At Aspris, your work makes a real difference.

What the role looks like...

Employment type: Permanent

Salary: £50,000 plus £4.2k car

Location: Remote (national travel expected as part of the role)

Hours per week: Full-time

A brief overview of the role...

The Head of Behaviour and Inclusion will be responsible for leading and driving the strategic approach to positive behaviour, inclusion and attendance across all specialist schools and colleges within Aspris. This role will ensure that settings provide safe, nurturing and highly inclusive environments that meet the needs of pupils with complex Autism and SEMH needs. The role will require ensuring the Aspris settings meeting the compliance measures for regulatory expectations of behaviour, inclusion and attendance.

You will champion evidenced-based practice, trauma-informed approaches and behaviour support models that secure high-quality outcomes and reduce suspensions and restrictive interventions.

What will you be doing?

- Provide strategic leadership for behaviour, inclusion and attendance across all provisions.
- Work in partnership with the Education Quality Team on full and themed school and college reviews.
- Collaborate with the Behaviour Management Trainer to drive behaviour and inclusion KPIs.
- Develop and implement a group-wide Behaviour, Inclusion and Attendance strategy aligned to Ofsted, Estyn and Education Scotland frameworks.
- Establish consistent behaviour, anti-bullying, attendance and inclusion frameworks, working closely with the Heads of Safeguarding and SEND.
- Lead regional improvement projects focused on learner engagement, alternative provision and reducing suspensions.
- Work with colleagues on cases where placements end due to unmet behavioural needs.
- Ensure practice across England, Wales and Scotland aligns with national inspection and quality standards (Ofsted, Estyn, Education Scotland)
- Advise leaders on behaviour culture and inclusive, therapeutic and trauma-informed practice.
- Monitor behaviour, inclusion, attendance and vulnerable group data to identify priorities.
- Provide quality assurance for ILPs, EHCP actions, risk assessments and behaviour plans.
- Support safeguarding processes relating to incidents and emerging concerns.
- Work collaboratively with the Head of SEND on the most complex learners

Together we
are...



Aspirational



Resilient



Courageous



Dedicated



Fun & Uplifting

What the role looks like...

What experience or qualifications will you need?

- Successful leadership experience within specialist or alternative education
- Proven track record of improving behaviour, attendance, inclusion and outcomes for pupils with SEND/SEMH
- Knowledge of SEND Code of Practice (England) or ALN Code (Wales) or ASN Framework (Scotland)
- Skilled in behaviour & attendance analysis, risk assessment and crisis management.
- Knowledge of KCSIE or equivalent

You're a great fit if...

Whether you're just starting out or looking to take the next step in your career, you'll find the encouragement, opportunities, and sense of belonging to help you do your best work.

Here, your work matters. Your growth matters. And together, we make a real difference.

You will be a great fit if you can demonstrate to how you share our values; **Aspirational, Resilient, Courageous, Dedicated and Fun & Uplifting**

What will your working environment look like?

Our central services teams provide the infrastructure that underpins our work supporting children and young people. From HR and finance to communications and IT, our central services colleagues support people across Aspris to deliver exceptional services. This role sits within our Quality Team.

This role will be remote, but you will need to work across England, Wales and Scotland and therefore travel is an essential part of this role.

Why is safeguarding important?

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

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