



Job Description

Inclusion Practitioner (Grade E)

Job Title: Inclusion Practitioner

Contract: Full-time, full year (including holiday provision)

Responsible to: Headteacher / Inclusion Lead
(SENCo)

Purpose of the Role

To lead and coordinate an inclusive provision across the school that enables pupils to learn effectively while supporting their social, emotional and behavioural development through a practical, skills-based curriculum.

The role will focus on engaging pupils who may find the mainstream classroom challenging, enabling them to develop resilience, confidence, independence and life skills and ultimately to achieve their academic potential.



Key Responsibilities

1. Development of Inclusive Provision

Design and implement a structured inclusion curriculum that complements the school curriculum

Develop provision that includes:

- Gardening and outdoor learning
- Pond dipping and development of a wildlife area
- Animal care (where feasible)
- Woodworking and practical craft
- Bike maintenance
- Cooking and food preparation
- Ensure activities promote:
 - Resilience and perseverance
 - Teamwork and collaboration
 - Goal setting and achievement
 - Emotional regulation and wellbeing

2. Delivery of Provision

- Deliver high-quality, engaging sessions for individuals and small groups
- Adapt provision to meet a range of needs, particularly SEMH and SEND
- Use behaviour strategies that support regulation and positive engagement
- Provide a safe, nurturing and structured learning environment

3. Inclusion and Pastoral Support

- Work closely with class teachers, SENCo and pastoral staff to identify pupils for provision
- Support reintegration into classroom learning where appropriate
- Contribute to pupil support plans, EHCP outcomes and intervention reviews
- Build positive relationships with pupils, acting as a trusted adult

4. Environment and Resource Development

- Lead the development of outdoor and practical learning spaces such as:
 - Wildlife/gardening areas
 - Workshop space
 - Cooking facilities
- Ensure safe use, maintenance and organisation of tools, equipment and resources
- Carry out and review risk assessments

5. Holiday Provision

- Plan and deliver inclusive holiday provision aligned with the school's ethos
- Provide structured, engaging activities that support vulnerable pupils and families
- Ensure safeguarding and safe staffing at all times

6. Monitoring and Impact

- Track pupil engagement and progress (academic, social and emotional)
- Provide reports/evidence of impact for leaders and governors
- Contribute to whole-school inclusion and behaviour strategies

7. Safeguarding and Compliance

- Follow all safeguarding procedures and report concerns appropriately
- Ensure health and safety standards are maintained at all times
- Work within school policies and DfE guidance