

A bit about us and our ethos:

Pathways Education Limited was born out of the **Leo Lion Foundation**, founded by **Larry Sullivan** in 2021.

The Foundation seeks to change the way the world thinks and acts on poverty, disability and injustice. Utilising the profits of businesses they help disadvantaged people throughout the world achieve a better quality of life by providing a "hand up" rather than a "hand out".

Their aim is to use their innovative approach to positively impact society and influence other individuals and businesses to consider how they think and act to improve society.

With this aim, they continuously invest in their own and partner's projects to fulfil this mission. Their core belief is that with any excess or privilege (economic, intellectual or physical) comes a responsibility to help others.

Pathways Education Limited: We are dedicated to creating an enriching, learner centred, purposeful learning environment where every individual feels valued, respected, and motivated. Our mission is to empower children and young adults by helping them discover their unique talents and passions, providing them with the confidence and emotional well-being necessary to achieve a sense of purpose.

Through our Alternative Provision we aim to offer a diverse range of vocational and creative programmes, including Music Studio, Forest School, Catering & Hospitality, Customer Service, Engineering, Horticulture, and Animal Handling, among others.

Our holistic approach to education helps learners build a foundation of healthy habits and informed choices, equipping them with essential life skills to manage stress, stay active, and maintain well-being throughout their lives.

The need: We believe that alternative provisions are vital in the education ecosystem because they offer tailored support for students who struggle in mainstream schools, addressing the needs of vulnerable learners, including those with special educational needs, mental health challenges, or difficult life circumstances. By providing individualised learning, practical vocational pathways, and a holistic focus on emotional well-being and life skills, our programmes help students regain confidence, stay engaged, and prepare for life beyond school.

Purpose of the role: Join the Pathways Education Limited senior leadership team and lead the development and delivery of high-quality, innovative education programmes tailored to students who thrive outside mainstream settings. This involves creating a nurturing, inclusive environment, managing a diverse team, and building partnerships to ensure each learner's holistic development, well-being, and success. The role is central to driving the organisation's mission to reimagine education and expand our alternative provision both regionally and nationally.

Job Title: Head of Alternative Provision (Designated Safeguarding Lead)

Location: Based in Surrey serving the South East UK (with potential to grow nationally)

Salary: Competitive, dependent on experience plus employer pension contribution, 30 days paid annual leave plus bank holidays, flexible working arrangements, professional development opportunities, laptop.

Job Type: Full-Time, Permanent

Start Date: To be agreed with successful candidate

Job Overview:

This is an amazing opportunity for a visionary leader to define, create, and deliver high-quality alternative provision for children and young adults who need it most. As the Head of Alternative Provision and Designated Safeguarding Lead (DSL), you will have the chance to shape an innovative and inclusive educational offer, ensuring that every learner has access to a nurturing, creative, and purposeful learning environment while maintaining the highest standards of safeguarding.

In this role, you will not only lead and develop educational programmes across the South East of the UK, with potential to expand nationally, but also play a key role in building and growing a dynamic team. You will drive initiatives that are informed by an understanding of effective transition strategies and trauma-informed practice, ensuring that every learner receives the support they need to thrive. This is an exciting opportunity to be part of an organisation looking to reimagine education, challenging traditional models and making a real difference in the lives of young people.

Key Responsibilities:

- Lead the strategic planning and operational management of Alternative Provision across the region, with scope for national expansion.
- Act as the Designated Safeguarding Lead (DSL), ensuring safeguarding protocols are strictly followed and all staff are trained and compliant with safeguarding policies and practices.
- Design, implement, and continuously improve a wide range of creative and vocational programs, ensuring they align with our holistic education vision.
- Develop and implement effective transition strategies to support learners moving between educational settings or into employment, ensuring continuity of care and education.
- Foster a supportive and purposeful learning environment, ensuring that every student feels valued, respected, and supported.
- Build strong relationships with local authorities, schools, parents, and external agencies to ensure the provision meets the needs of diverse learners.
- Oversee the performance and development of a multi-disciplinary team of staff, including teachers, mentors, and support workers.

- Apply trauma-informed practice to ensure that learners with complex emotional and social needs are provided with the right support and guidance.
- Ensure that all learners receive personalized support, promoting their academic, emotional, and social development.
- Drive initiatives that support learners' health and well-being, including managing stress, staying active, and making informed lifestyle choices.
- Monitor and evaluate the quality and effectiveness of programs, using data and feedback to inform continuous improvement.
- Ensure all safeguarding procedures, health and safety standards, and other regulatory requirements are adhered to and regularly reviewed.
- Promote our vision of helping children and young adults discover their talents and achieve emotional well-being.
- Work with our Estates Manager to develop the use of our array of learning environments.

Key Skills and Experience:

- Proven experience in leading alternative education, SEN, or similar settings.
- Strong understanding of the SEN Code of Practice.
- Extensive knowledge of current national developments in terms of SEND and wider educational issues which will impact Local Authorities in our geographical areas.
- Significant experience of collaborative and partnership working with a wide range of services including education settings, health, local authority, parents/carers, children, and young people.
- Strong understanding of effective transition strategies to support learners through changes in their education and care.
- Experience and understanding of trauma-informed practice, with the ability to provide compassionate support for students with complex emotional and social needs.
- Strong understanding of holistic approaches to learning and well-being.
- A passion for creating inclusive, respectful, and nurturing learning environments.
- Proven experience as a Designated Safeguarding Lead (DSL), with up-to-date safeguarding training and a thorough knowledge of safeguarding legislation and procedures.
- Excellent communication and interpersonal skills with the ability to build strong relationships with stakeholders at all levels.
- Experience in managing and developing staff teams.
- Strong organisational and leadership skills, with the ability to manage multiple projects simultaneously.
- A track record of implementing innovative educational programmes.
- Experience in working with learners with diverse and complex needs.

Desirable Qualifications:

- Qualified Teacher Status (QTS) or equivalent.
- Experience working with vocational education or creative programmes.
- Experience in building partnerships with local authorities, schools, and other educational bodies.

What We Offer:

- A unique opportunity to define, lead, and grow a high-quality, alternative provision.
- The chance to be at the forefront of reimagining education, challenging traditional approaches to learning and student well-being.
- A supportive and collaborative working environment, where you can grow both professionally and personally.
- The opportunity to build and grow a dedicated team and impact the lives of children and young adults across the South East and beyond.
- Competitive salary and benefits package.

Equal Opportunity Statement:

We are committed to fostering an inclusive environment where diversity is valued, and everyone is treated with respect. We welcome applications from all sections of the community and will consider adjustments to support candidates with disabilities. Pathways Education Ltd is committed to safeguarding and inclusive practice. All job offers will be subject to successful enhanced DBS checks, ID and reference checks.

How to Apply:

Please submit the following three documents to hr@pathways-ed.org:

1. Completed application form, including full employment history.
2. Covering letter, no more than two sides, exploring four key areas:
 - a. Personal motivation: Why you are passionate about leading alternative provision.
 - b. Vision for alternative provision: A brief overview of how you would approach creating an innovative, trauma-informed, and inclusive learning environment.
 - c. Leadership and safeguarding experience: Key highlights of your leadership in similar settings, particularly in safeguarding roles.
 - d. Values alignment: How your personal values align with our organisation's mission and vision for inclusive education.
3. Video recording: We would like you to submit a short video (max two minutes) introducing you and your vision for our alternative provision.

For further information, please contact our CEO, Claire Cookson: claire.cookson@pathways-ed.org or book an appointment [here](#).

Application Deadline: Friday 22nd November 2024. First round interviews week commencing 25th November 2024.