



**EASTERN
EDUCATION
GROUP**



**EASTERN EDUCATION GROUP
GROUP ASSISTANT PRINCIPAL
INCLUSIVE LEARNING**



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WELCOME MESSAGE



Nikos Savvas

CEO

Thank you for your interest in joining us as Group Assistant Principal for Inclusive Learning at West Suffolk College, part of Eastern Education Group.

At Eastern Education Group, we are driven by a clear and shared purpose: to improve lives through education. We are proud to serve our communities by providing high-quality, inclusive and aspirational learning opportunities that enable every individual to realise their potential, regardless of their starting point.

West Suffolk College is at the heart of this mission and is currently recognised as Outstanding by Ofsted, reflecting the exceptional quality of education, support and leadership across the College. Inclusion is fundamental to our success. We believe that every learner deserves not only access to education, but the right support, environment and encouragement to thrive, progress and succeed.

The role of Assistant Principal for Inclusive Learning is a vital and highly influential position within our leadership team. You will play a key role in shaping and delivering our inclusive learning strategy, ensuring that students with additional needs receive outstanding provision, and that inclusion is embedded across all aspects of College life. This is an opportunity to lead with purpose, drive meaningful impact and help us continue to set the standard for inclusive practice.

We are looking for a leader who shares our values, brings ambition and compassion in equal measure, and is committed to delivering excellence for every learner. In return, you will be part of a supportive, forward-thinking organisation where collaboration, innovation and professional growth are actively encouraged.

If you are passionate about inclusive education and ready to make a difference at scale, we would be delighted to hear from you.



ABOUT WEST SUFFOLK COLLEGE

West Suffolk College is a leading further education provider within the Eastern Education Group, recognised for delivering high-quality education and exceptional student outcomes across the region. Serving thousands of learners across a wide range of academic, vocational and technical pathways, the College plays a vital role in supporting local skills development and economic growth.

The College is currently rated Outstanding by Ofsted (2024), having achieved the highest possible judgement across all key areas, including quality of education, behaviour and attitudes, personal development, leadership and management, apprenticeships, adult learning and provision for learners with high needs. This exceptional achievement places West Suffolk College among a very small number of colleges nationally to receive a full suite of Outstanding judgements, reflecting the consistently high standards experienced by students and staff alike.

Ofsted recognised that learners and apprentices “thrive” in a calm, purposeful environment, developing the confidence, skills and ambition needed to progress successfully into employment or further study. The College is particularly noted for its strong links with employers, industry-standard facilities and commitment to ensuring students gain practical, real-world skills that meet regional and national workforce needs.

As part of the wider Eastern Education Group, West Suffolk College benefits from a collaborative and forward-thinking network of institutions, all focused on delivering transformational education. With a strong emphasis on innovation, inclusion and opportunity, the College is committed to enabling every learner and every member of staff to achieve their full potential.



ABOUT ONE SIXTH FORM COLLEGE

One Sixth Form College is a high-performing sixth form college in Ipswich and part of the Eastern Education Group, offering a vibrant and inclusive environment for students aged 16–19. The college has been recognised by Ofsted as Outstanding, with its most recent full inspection highlighting excellence across quality of education, leadership and management, and provision for learners with high needs.

At the heart of One's approach is a strong commitment to inclusive and supportive learning. The college is particularly recognised for its outstanding provision for learners with additional and high needs, ensuring that every student regardless of background or starting point, is able to thrive and achieve their potential.

Dedicated supported learning teams and specialist staff work collaboratively to provide tailored interventions, pastoral care, and accessible teaching approaches. This ensures students are not only academically successful but also supported in their personal development, wellbeing, and progression into higher education, employment, or training.

With a culture rooted in high expectations, strong relationships, and individualised support, One Sixth Form offers a dynamic and caring learning environment where all students are empowered to succeed.

ABOUT EASTERN EDUCATION GROUP

Eastern Education Group are a leading provider of education in the East of England, serving learners from age five through to adulthood. We include primary schools, special schools (SEND), alternative provision, and post-16 institutions such as sixth form colleges and vocational centres.

Our reach is broad: whether students are aiming for academic qualifications, apprenticeships, professional development, or seeking support with learning differences, we provide high-quality, inclusive opportunities for all.

As a Group, we are driven by a commitment to outstanding education, not simply in terms of academics, but in ensuring that every learner's personal development, wellbeing, and future prospects are supported. With recent Ofsted "Outstanding" ratings across multiple provision types, we are proud of our success, but we also continuously seek improvement and adaptation as the educational landscape and community needs evolve.



Our Beliefs and Values

At the heart of Eastern Education Group are firmly held values that shape how we work, what we expect, and how we support both our students and staff:

- **Raising Aspirations:** We believe every individual has potential, and we aim to empower learners to aim high—to develop talents, skills and confidence to become the best version of themselves.
 - **Enabling Progression:** Education is a journey. We believe in seamless transitions at every stage—whether moving from primary to secondary, into further education, or into work—ensuring that the path forward is clear and accessible.
 - **Ensuring Inclusivity:** Every learner should have access to opportunities, regardless of background or need. We prioritise equality, diversity and removing barriers, especially for our learners with special or additional needs.
 - **Excellence in Support:** We don't see education as just teaching; we see it as whole-person development. From wrap-around support services to tailored interventions, we aim to ensure that each student is supported academically, socially and emotionally.
- **Innovation & Collaboration:** We believe in continual learning ourselves—seeking best practices, collaborating with employers, sharing expertise across our group, and being open to change that improves how we deliver education.
 - **Encouraging Prosperity:** We want to contribute to the wellbeing not just of our learners but of the communities we serve. This means aligning our education and training to the needs of local employers, helping students ready themselves for meaningful careers, and working in ways that support social and economic prosperity.

ABOUT EASTERN EDUCATION GROUP

Our Group Sixth Form Principals provide strong, values-led leadership within their individual institutions, setting clear direction and driving high standards for learners and staff. Alongside this, our central Professional Services teams offer specialist support across areas such as HR, finance, IT, estates and compliance, ensuring Sixth Forms and schools are well resourced, well governed and able to focus on delivering excellent educational outcomes.

This centralised approach enables consistency and coherence across the Group, while retaining the flexibility needed to respond to the specific needs of individual providers. By working together as a unified service, we are able to share effective practice, respond efficiently to emerging challenges, and provide high-quality support that strengthens both strategic planning and day-to-day operations.

Our collaborative Executive Team plays a key role in bringing together educational and operational expertise. This collective way of working supports strong safeguarding, effective curriculum development and robust operational planning, helping to create safe, inclusive and high-performing learning environments for students and staff across all Sixth Forms within the Group.

OUR CHARACTER STRENGTHS

Our character strengths help guide both our students and staff in their actions and attitudes.



Ambition

Set short and long-term goals to work towards and cultivate the motivation to progress them. Explore career options and develop the necessary skills and knowledge for your desired path.



Confidence

Bounce back from setbacks and maintain a positive outlook. Explore your potential, develop your passions, and grow your resilience to learn from both successes and setbacks.



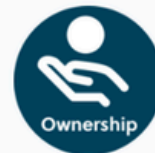
Curiosity

Explore new ideas, ask questions, and seek out new information. Embrace changes and adapt to new environments. Seek to understand others from diverse backgrounds, cultures, and viewpoints.



Optimism

Promote a positive outlook and see setbacks and obstacles as temporary. Develop positive social networks and relationships.



Ownership

Take ownership of your actions, decisions and behaviours and understand that your choices have consequences.



Resilience

Develop coping strategies for academic pressures and understand that failure is an inevitable part of life; learning how to handle it is crucial for personal growth.



Respect

Form positive and healthy relationships with peers, teachers, family members and work colleagues. Appreciate diversity and treat everyone fairly by considering the impact of your actions on others and your environment.



Self-control

Prioritise your studies, manage your time effectively and resist distractions. Develop healthy habits and well-being by avoiding temptations which may negatively affect your physical and mental health.

THE ROLE

The Group Assistant Principal – Inclusive Learning will lead Inclusive Learning across Eastern Education Group, ensuring high-quality education for students with SEND and those who need an alternative to mainstream pathways.

The role brings together SEND, Entry Level/Level 1, Not in Employment, Education or Training (NEET) and Alternative Provision into a clear and consistent model, with a strong focus on student progress, independence and successful next steps. The postholder will lead the development of a single, joined-up Supported Learning offer, including dedicated post-16 SEND provision and the growth of community-based provision.

Strategic Leadership

- Provide strategic and operational leadership for Inclusive Learning across the Group, including Supported Learning, Entry/Level 1 provision, NEET pathways and wider SEND-related curriculum areas. Lead the development and implementation of the Group's Inclusive Learning strategy, ensuring high aspirations, outstanding learner outcomes and clear progression routes into mainstream provision, apprenticeships, employment, further learning and adulthood.
- Play a proactive and collaborative role within the Group's senior leadership team, promoting the Group's values, inclusive culture and desired behaviours. Assist the Group Principal in the leadership and management of the Sixth Form campuses and deputise when required.
- Lead the implementation and ongoing development of the Group's SEND College model, supporting sustainable growth in provision, including community-based delivery, wellbeing hubs and enhanced pathways for learners with additional needs.
- Contribute to Group-wide curriculum, business and financial planning, ensuring Inclusive Learning provision is responsive to local need, educational priorities and funding opportunities

Quality of Education

- Ensure the highest standards of teaching, learning and assessment across Inclusive Learning provision through rigorous quality assurance, continuous improvement processes, performance monitoring, student voice and observation activities.
- Lead curriculum development across programmes including English, mathematics, communication, digital skills and vocational pathways, ensuring learning programmes are ambitious, inclusive and meet individual learner needs.



THE ROLE CONT.

- Monitor and review key performance indicators including attendance, retention, achievement, progress, behaviour, wellbeing, destinations and learner satisfaction, taking decisive action to address underperformance and drive improvement.
- Oversee the preparation of Self-Assessment Reports (SARs) and ensure robust Quality Improvement Plans (QIPs) are implemented, monitored and evaluated effectively.

Student Experience

- Ensure learners receive a high-quality, safe and inclusive educational experience that enables them to thrive academically, socially and personally.
- Lead initiatives to improve attendance, engagement, wellbeing and progression outcomes, ensuring learners are appropriately supported to achieve their goals.
- Oversee enrichment, work experience, employer engagement, competitions and wider Group activities that develop confidence, independence, employability and life skills.
- Act as a Deputy Designated Safeguarding Lead and ensure safeguarding, Equality, Diversity and Inclusion principles are embedded throughout all aspects of provision.
- Manage student disciplinary matters within designated authority levels and ensure learners feel safe, valued and respected.

Operational Leadership

- Provide leadership and direction to Heads of School, curriculum managers and Inclusive Learning teams, ensuring high standards of performance, accountability and learner experience.
- Lead the recruitment, deployment, development and performance management of staff, ensuring teams are appropriately qualified, skilled and supported to meet the needs of learners with SEND.
- Ensure effective curriculum planning, timetabling, staffing and resource deployment to maximise learner outcomes, operational efficiency and financial sustainability.
- Manage departmental budgets and resources effectively, ensuring value for money and compliance with funding requirements, whilst maintaining provision that meets learner needs.
- Ensure accurate management information, performance data and funding returns are maintained and submitted in a timely manner.

Partnership Working

- Develop and maintain strong relationships with Local Authorities, schools, employers, external agencies and community partners to enhance opportunities and outcomes for learners.
- Strengthen progression pathways into vocational, mainstream and employment routes, supporting effective transition planning and early intervention for learners at risk of becoming NEET.
- Represent the Group at external meetings, partnerships and events, acting as an advocate for inclusive education and SEND provision.

Development and Growth

- Identify and deliver opportunities for growth and innovation within Inclusive Learning provision, including expansion of Entry Level, Supported Learning and community-based programmes.
- Support the development of wellbeing initiatives, inclusive practice and cross-Group SEND expertise through staff training, coaching and professional development.

THE ROLE CONT.

- Work collaboratively with curriculum leaders across the Group to ensure Inclusive Learning provision is fully integrated into wider curriculum planning and progression opportunities.
- In partnership with Marketing and Communications, promote and celebrate learner achievement, positive destinations and the impact of Inclusive Learning across the Group and wider community.

General Responsibilities

- Ensure compliance with all statutory, regulatory, safeguarding, quality assurance and risk management requirements.
- Undertake any other duties commensurate with the level and responsibilities of the post.
- As part of Eastern Education Group, the postholder may be required to undertake responsibilities across any Group organisation where appropriate.



EASTERN
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DELIVERING TALENT SUPPORTING SUCCESS



How to Apply

Applications should be submitted via our recruitment portal:
via Self Service

Closing date: 8:00am on Monday 22nd June 2026

Interview date: W/C 29th June 2026

For any questions or to request further information, please contact:

Karina Brown

Group HR Manager - Talent and Recruitment

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Salary: Competitive