Head of Post-16 Provision (SEND & Alternative Education)

Hybrid Working with Regular Travel Across Regional Provisions • Full-Time • Permanent

Role & Employment Overview			
Salary	£50,307 – £58,380 per year	**Contract Type**	Permanent, Full-time
Location	Hybrid work in Nuneaton (50% travel required to Post-16 sites such as Warwickshire, Oxfordshire, Hampshire, and Surrey)	**Reporting To**	Senior Post-16 Manager
Expected Start Date	January/February 2027 (flexible for the right candidate)	**Mandatory Checks & Licence**	Enhanced DBS Check; Full Driving Licence required

Please note: We are recruiting ahead of organisational growth plans, with the successful candidate expected to commence in January or February 2027. We welcome applications from candidates who may require a notice period.

ABOUT US

The Dare2Dream Foundation supports children and young people with SEND, SEMH needs and barriers to engagement through innovative, learner-centred education and support services.

As part of our continued growth and development, we are seeking an exceptional Head of Post-16 Provision to join our senior leadership team. This newly created role will provide strategic and operational leadership across our expanding Post-16 Alternative Provision, overseeing educational quality, learner outcomes, inclusion, safeguarding and regional performance.

We recognise that many experienced leaders will have extended notice periods and are therefore recruiting ahead of our planned start date in January/February 2027.

THE ROLE

Reporting to the Senior Post-16 Manager, you will have overall responsibility for the quality, performance and development of our Post-16 Alternative Provision across all regions.

Leading a team that includes the Teaching & Learning Lead, Operations Lead and SEND & Inclusion Manager, you will drive continuous improvement and ensure the delivery of exceptional outcomes for young people with SEND, SEMH needs and barriers to engagement.

This is a highly influential leadership position with responsibility for educational standards, quality assurance, safeguarding, inclusion, operational performance, workforce development and strategic growth.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the strategic development and growth of Dare2Dream's Post-16 provision.
- Drive a culture of aspiration, inclusion and high expectations for all learners.
- Contribute to organisational growth, commissioning opportunities and regional expansion.
- Ensure Dare2Dream's vision, values and learner-centred approach are embedded across all provision.

Quality of Education

- Hold overall accountability for the quality of teaching, learning and assessment.
- Monitor learner progress, achievement, attendance, retention and destination outcomes.
- Oversee curriculum development across Functional Skills, ASDAN, employability, vocational learning and AQA programmes.
- Ensure robust quality assurance, moderation and standardisation processes are maintained across all regions.

SEND, Inclusion and Safeguarding

- Provide strategic leadership for SEND, inclusion and learner support.
- Ensure effective EHCP implementation and annual review processes.
- Oversee safeguarding, Prevent, health and safety and wider statutory responsibilities.
- Promote positive learner wellbeing, participation and progression opportunities.

Operational and People Leadership

- Lead senior managers and wider regional teams to ensure effective service delivery.
- Oversee workforce planning, recruitment, succession planning and resource allocation.
- Champion staff wellbeing, development and continuous improvement.
- Develop leadership capability across managers, coordinators and specialist leads.

Partnerships and Performance

- Build and maintain strong relationships with Local Authorities, commissioners, schools, colleges and external agencies.
- Monitor key performance indicators across attendance, progress, achievement, retention and destinations.
- Lead quality improvement planning, audits, inspections and compliance activities.
- Produce reports and data-driven recommendations for senior leaders and trustees.

ABOUT YOU

We're looking for a passionate, ambitious and highly capable education leader with a track record of improving outcomes for young people with additional needs.

Essential Requirements

- Significant leadership experience within SEND, Alternative Provision, Further Education or specialist education settings (minimum 2 years SEND experience and 2 years Leadership experience required).
- Experience leading large multi-disciplinary teams across multiple locations.
- Strong understanding of SEND legislation, EHCP processes and the SEND Code of Practice.
- Experience leading quality improvement initiatives and raising educational standards.
- Excellent understanding of safeguarding, Prevent and wider statutory responsibilities.
- Experience working collaboratively with Local Authorities, commissioners and external stakeholders.
- Outstanding leadership, communication and stakeholder management skills.
- Degree-level qualification or equivalent professional experience.
- Full Driving Licence and willingness to travel (50% travel required, including to Post-16 sites such as Warwickshire, Oxfordshire, Hampshire, and Surrey).

Desirable

- Leadership qualification.
- Experience managing regional or multi-site education services.
- Experience within Post-16 Alternative Provision.
- Knowledge of vocational, employability and alternative accreditation pathways.

WHY JOIN DARE2DREAM?

At Dare2Dream, we recognise that our people are our greatest asset. We are committed to investing in our team and providing a supportive, rewarding and flexible working environment.

- Highly competitive salary (£50,307.00 – £58,380.00 per year) with annual salary review.
- 26 days holiday + 8 bank holidays, plus extra holiday for long-service.
- Access to over 9,000 perks and benefits through Perkbox, including store discounts, cashback offers and freebies.
- Employee Assistance Programme (EAP) with 24/7 access to medical and wellbeing support, plus a dedicated Health & Wellbeing programme.
- Blue Light Card eligibility, providing access to thousands of additional discounts and offers.
- Fully funded training and professional development opportunities, with ongoing on-the-job investment and strong internal progression routes.
- Provision of all IT equipment and mobile technology required for your role, alongside work from home flexibility.
- Support from a team of experienced and highly qualified professionals.
- Competitive company pension scheme.
- Bereavement leave.
- Free eye tests and discounts on prescription glasses for employees who use display screen equipment.
- Refer a Friend Scheme (Referral programme).
- The opportunity to make a genuine difference to the lives and wellbeing of young people and local communities.

SAFEGUARDING STATEMENT

The Dare2Dream Foundation is committed to safeguarding and promoting the welfare of children and young people. Successful applicants will be subject to an Enhanced DBS check, satisfactory references and all relevant safeguarding and pre-employment checks.

If you're an experienced education leader ready to help shape the future of Post-16 Alternative Provision, we'd love to hear from you. Apply today and join us in creating brighter futures for young people.