

# National Lead for Curriculum and Assessment Briefing Pack



# Welcome Letter from the Senior Director of Education Services<sup>!</sup>

Thank you for your interest in the role of National Lead – Curriculum and Assessment at Compass Community. I am delighted that you are considering joining our organisation at such a pivotal and exciting time in our educational journey.

This is a deeply significant role within our community, one that sits at the heart of our mission to provide the highest quality education for children and young people with Special Educational Needs and Disabilities (SEND). At Compass, we are committed to transforming lives through learning, and the National Lead will be instrumental in shaping the future of our Compass Curriculum: a values-led, inclusive, and research-informed framework designed to meet the diverse and evolving needs of our pupils.

This position is about more than leading curriculum and assessment, it is about building a movement of excellence in teaching and learning across all phases, from Reception to Post-16. It is about creating meaningful pathways for every learner, developing a pedagogy that champions high expectations and individual growth, and mentoring educators to reach their fullest potential. The work you will lead will not only have a tangible impact on our young people's outcomes today, it will shape the educational future for years to come.

We are looking for someone with vision, integrity, and a relentless commitment to inclusive education. If you share our passion and ambition, then you will find Compass Community a place where your leadership can truly flourish.

Thank you once again for your interest. We are thrilled that you are considering contributing your expertise to such a vital role within our organisation, and we look forward to exploring this opportunity with you.

Kindest regards



**Rebecca Slayford**  
Senior director of  
education services

A handwritten signature in black ink, appearing to read 'Rebecca Slayford'.

# Person Specification

**Job Title:** National Lead – Curriculum and Assessment

**Organisation:** Compass Community

**Department:** Education

**Reports to:** Director of Education

## Essential Qualifications, Experience & Knowledge

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Postgraduate qualification in Education, SEND, Curriculum Design, or Leadership		✓
Evidence of ongoing professional development in areas such as inclusive pedagogy, curriculum innovation, assessment design, or educational leadership	✓	
Curriculum and assessment leadership within SEND or specialist education	✓	
Proven ability to design and lead curriculum frameworks across multiple phases (e.g., Early Years to Post-16)	✓	
Experience in developing and implementing assessment systems that track progress, engagement, and outcomes for diverse learners	✓	
Excellent classroom practitioner with a track record of strong pupil outcomes	✓	
Strong record of excellent classroom teaching across different key stages	✓	
Delivering CPD, coaching, or mentoring for a wide range of education professionals	✓	
Contributing to school improvement and strategic planning initiatives	✓	
Involvement in sector forums, professional networks, or research dissemination		✓

# Person Specification

## Knowledge and Understanding

- Deep knowledge of inclusive and research-informed curriculum principles
- Familiarity with statutory curriculum and assessment frameworks, particularly for SEND settings
- Understanding of evidence-based pedagogical approaches and how they influence engagement and progress
- Knowledge of curriculum audit, evaluation, and quality assurance processes
- Understanding of current national developments in curriculum, assessment, and SEND policy

## Skills and Abilities

- Strategic Leadership: Ability to set vision and direction for curriculum and assessment development in a values-led organisation
- Pedagogical Expertise: Demonstrated capacity to model and promote excellent teaching practices
- Excellent classroom practitioner, able to demonstrate effective strategies in a range of settings
- Communication: Highly articulate with strong presentation and facilitation skills, including stakeholder engagement and influence
- Project Management: Capable of leading large-scale initiatives with a clear focus on outcomes and improvement
- Coaching and Mentoring: Skilled in supporting and developing staff capacity and expertise across schools
- Analytical Thinking: Strong capability in using data, evidence, and research to inform decision-making
- Collaboration: Strong interpersonal skills and ability to work across diverse professional teams and communities

## Personal Attributes

- Strong moral purpose and commitment to improving outcomes for SEND learners
- Credible, compassionate, and confident leader with a growth mindset
- Reflective and resilient, able to navigate complexity with a solution-focused approach
- Deep alignment with Compass Community values (inclusion, innovation, care, collaboration, high expectations)
- Enthusiastic about innovation and the national influence of curriculum reform in the SEND sector

# Person Specification

## Success Indicators (Outcomes-based Competencies)

- Nationally implemented Compass Curriculum that is coherent, inclusive, and evidence-informed
- Embedded teaching model that supports measurable gains in pupil progress, independence, and well-being
- Confident and skilled workforce supported through coaching and high-quality CPD
- Assessment systems that inform personalised learning and continuous improvement
- Recognition of Compass Community as a national leader in SEND curriculum development

# Job Description

## National Lead – Curriculum and Assessment

The National Lead – Curriculum and Assessment will drive the creation and implementation of the Compass Curriculum: an innovative, inclusive, and research-informed curriculum tailored to meet the needs of pupils with Special Educational Needs and Disabilities (SEND), from Reception through to Post-16.

Grounded in Compass Community's core values, this role will strategically lead subject specialists to design a cohesive, cross-phase curriculum, develop robust assessment systems, and build a pedagogy model that maximises learning potential and individual progress. As part of this leadership, the postholder will model excellent teaching practices, deliver training to staff, and champion the continuous improvement of teaching and learning across all settings.

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## Key Responsibilities

### Strategic and Educational Leadership

- Design and lead the development of the Compass Curriculum, embedding Compass values and the latest educational research.
- Ensure curriculum coherence across subjects and phases, from early years to post-16, tailored to the diverse needs of SEND learners.
- Develop and implement an evidence-based teaching model that optimises learning opportunities, engagement, and outcomes.
- Lead by example in teaching excellence—modelling outstanding practice in classrooms and specialist settings.
- Promote reflective practice and pedagogical excellence through coaching, observation, and development initiatives.
- Some national travel and overnight stays required.

### Operational Oversight and Compliance

- Develop and maintain robust assessment and reporting systems that track and evidence pupil progress, potential, and attainment.
- Ensure curriculum and assessment frameworks comply with national statutory requirements and SEND-specific guidelines.
- Lead quality assurance processes that include curriculum audits, lesson observations, and data analysis to support continuous improvement.
- Ensure consistent documentation, policies, and frameworks support implementation and compliance across provisions.

## **People and Leadership Development**

- Lead and support subject leaders and curriculum developers to ensure consistency, quality, and innovation.
- Deliver targeted professional development and training programmes aligned with organisational teaching standards.
- Mentor educators and leaders to build internal capacity, developing a culture of collaboration, high expectations, and continuous learning.
- Identify and develop teaching talent across the organisation to enhance expertise and succession planning.

## **Stakeholder and External Engagement**

- Represent Compass Community in national forums and networks on curriculum and assessment matters.
- Build strong relationships with stakeholders including regulators, parents, researchers, and partner organisations.
- Facilitate inclusive engagement with families and learners to ensure the curriculum reflects real needs and aspirations.
- Share and disseminate good practice internally and externally through presentations, publications, and research activity.

## **Growth and Strategic Planning**

- Align curriculum and assessment innovation with Compass's wider strategic goals and expansion plans.
- Ensure the Compass Curriculum and teaching model are adaptable for application across new and existing schools.
- Use performance metrics, research, and data insight to inform long-term strategy and curriculum planning.
- Lead the evaluation of teaching and curriculum innovations for impact and scalability

## Candidate Profile

### Qualifications

- Qualified Teacher Status (QTS) or equivalent.
- Postgraduate qualification in Education, SEND, Curriculum Design, or Leadership (desirable).
- Evidence of continuing professional development, particularly in inclusive pedagogy, curriculum innovation, or school improvement.

### Experience

- Substantial experience in curriculum and assessment leadership, ideally in SEND or specialist education settings.
- Track record of designing and implementing curriculum and assessment frameworks across multiple schools or phases.
- Demonstrated excellence in classroom teaching and experience of supporting teaching improvement at scale.
- Experience in delivering CPD, training, or coaching to a range of education professionals.

### Attributes

- Strong moral purpose and belief in the potential of every learner.
- Expert knowledge of inclusive, research-informed curriculum and teaching practices.
- Confident, credible, and compassionate leader who motivates and builds strong professional relationships.
- Reflective, analytical thinker with a proactive and solution-focused mindset.
- Deep alignment with the values and mission of Compass Community.

## Success in the Role Looks Like

### Key Deliverables

- A cohesive, inclusive, and values-led Compass Curriculum fully implemented nationally.
- An established, research-informed teaching model delivering measurable improvements in pupil progress and engagement.
- Subject leaders and teaching teams confident and consistent in curriculum and pedagogical delivery.
- Assessment systems that drive personalised learning and demonstrate high expectations and achievement.
- Organisation-wide culture of reflective, excellent teaching supported through ongoing training and coaching.
- Recognition of Compass Community as a sector leader in SEND curriculum and teaching innovation.
- Clear, sustained impact on pupil outcomes, staff development, and strategic educational growth.

# Current Compass Schools Coverage

