



**Weald of Kent**  
Grammar School



**Mr J Gladman – Director of Inclusion**

I entered the teaching profession in 2002, beginning my career in a tough inner-London school as a classroom teacher. It wasn't long before I was working increasingly with vulnerable students, running an onsite behaviour unit and increasingly involved in Special Educational Needs. Over the next years, my pastoral leanings saw my career develop as a Head of Year, Head of Key Stage and Deputy SENCO, before taking over as SENCO in 2014.

The success of SEN provision under my leadership led to the amalgamation of all academic interventions as well as SEND and EAL provisions into a Learning Support department of over 20 teachers, Teaching Assistants, HLTAs and a Speech and Language Therapist. By this stage, a once-failing school had been graded Outstanding in All Areas by OfSTED, with a reputation for inclusivity, pastoral and Special Educational Needs provision.

Over the last decade, in addition to leading the Learning Support department, I have supported Initial Teacher Training for the Lambeth Teaching Schools Alliance, worked as a lead SENCO representing over a dozen schools within the Local Authority, represented the LA's secondary education SEND provision during an OfSTED Local Area Inspection and am a contributing author for 'Great Expectations: Leading an Effective SEND Strategy in School', edited by David Bartram, OBE. I joined Weald in September 2021.