



Job title:	Assistant Headteacher for Inclusion (SENDCo) and Designated Safeguarding Lead
Grade:	Leadership Scale 4-8
School:	Warrender Primary School
Responsible to:	The Headteacher, DHT and the GB
Supervisory responsibility:	Teachers, TAs and LSAs
Responsible for	Leadership and Management of SEND, Inclusion and Safeguarding

To lead, manage and develop effective provision for pupils with SEND and to ensure the safeguarding and welfare of all children within the school. This dual role ensures a consistent, child-centred approach to inclusion and protection, supporting all pupils—especially the most vulnerable—to thrive socially and emotionally and academically.

Job Purpose and Accountability

- Work with the Headteacher and Deputy Headteacher to provide professional leadership for the school that secures its success and improvement, ensuring high quality education for all its pupils and improved standards of learning and achievement
- Lead on all aspects of inclusion, including the progress and attainment of identified pupil groups
- As Special Educational Needs and Disabilities Coordinator, lead and coordinate support for children with SEND
- Ensure the needs of children with special educational needs and disabilities (SEND) are identified and met
- Work with teachers and local lead professionals to identify and support children with SEND in the school, arranging and overseeing provision in order to ensure their needs are met inside and outside the classroom
- Train and support staff, teachers, phase leaders and subject leaders to ensure effective inclusion for children with SEND across the curriculum is embedded into everyday practices throughout the school
- Work with external agencies to ensure the needs of children with SEND are identified and met
- Work with parents/carers of children with SEND to ensure they are fully involved in their child's educational experience, kept well-informed and provided with comprehensive information, to ensure they support their child well
- Lead the facilitation of an inclusive curriculum that meets the requirements of the National Curriculum and other legislation (e.g. SEND Code of Practice) and also meets the needs of identified pupil groups
- Carry out the professional and legal duties as Designated Safeguarding Lead
- Fulfil the professional responsibilities of this role, as set in the School Teachers' Pay and Conditions Document (STPCD)

Note: In the context of this Job Description, identified pupil groups are deemed to include pupils:

- On the School's Special Educational Needs Register
- Identified as being More Able
- 'Looked After' and those subject to Child Protection procedures
- Eligible for means-tested free school meals
- Eligible for Pupil Premium
- Belonging to ethnic minorities
- Of Romany, Gypsy or Traveller families
- Who the Headteacher identifies as those who have previously received, for any reason, an inadequate or compromised education



General duties and responsibilities

Under the direction of the Headteacher and Deputy Headteacher, the Assistant Headteacher will:

- Proactively support the Headteacher and Deputy Headteacher in the day-to-day organisation of school systems
- Ensure strategic direction and development of the school with relation to inclusive practices, ensuring high quality provision and equity in accessibility for our children
- Work with the Headteacher and Deputy Headteacher to develop a strategic view for the school, analyse and plan for its future needs and further development
- Use consistent and fair approaches to managing behaviour, in line with the school's Behaviour for Learning policy

Teaching and Learning

- Work with Headteacher and Deputy Headteacher to create and sustain an environment and code of behaviour and discipline that secures and sustains effective teaching and learning
- Carry out the duties of a schoolteacher as set out in the current STPC document and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Headteacher
- Be committed to and actively promote the school's diversity, equalities and inclusivity policies and practice
- Uphold the school's principles and all policies that underpin good practice and the raising of standards

SEND Planning and Design

- Work with leaders within the school to ensure that all subjects are accessible, sequentially taught and underpinned by inclusive practices within a broad and balanced curriculum context
- Extend individualised learning opportunities for all children through the development of new technologies, use of assistive technologies and supportive equipment
- Organise and disseminate training and information effectively across key stakeholders that ensures SEND provision is impactful and supportive of pupil progress
- Maintain systems for tracking, monitoring, reporting and supporting pupils with SEND in line with government legislation and the Education Endowment Fund (EEF)
- Ensure inclusive practices are underpinned by strong research and pedagogical practices in line with the National Curriculum (DfE)

Professional Skills

- Model consistent quality first teaching
- Demonstrate strong knowledge of effective evidence-based interventions
- Share expertise in teaching and learning with colleagues/ leaders with relation to SEND and inclusive practices
- Be reflective and demonstrate excellent interpersonal skills when receiving and delivering feedback
- Demonstrate a growth mind-set and be positive and proactive when working collaboratively

Leading and Managing Staff

- Act as a positive role model to staff, maintaining high professional standards and high levels of care
- Establish and maintain effective communication systems with teaching and support staff
- Lead the professional development of staff by example, providing support and leading training as appropriate
- Deploy staff and resources efficiently and effectively

Vision and ethos

- Be a loyal and trustworthy member of the Senior Leadership Team, acting as an advocate for sharing the vision, values and strategic direction to the school
- Work with the Headteacher and Deputy Headteacher to establish an ethos that promotes effective teaching and learning, and that ensures that all pupils flourish socially, academically and physically





Strategic Planning

- Work with the Headteacher and Deputy Headteacher to develop and implement a strategic plan, underpinned by sound financial management and a range of data, which identifies priorities and targets for school improvement

Monitoring and Evaluation

Support the maintenance of effective teaching and learning by:

- Observing teaching and learning in order to support and develop colleagues to meet personal and professional targets
- Analysing pupil progress using tracking systems to set targets and inform school improvement
- Applying specialist knowledge of SEND assessments and seek external professional support through referrals, signposting to the local offer

Accountability

- Effective communication with all key stakeholders
- Ensure that parents/carers and pupils are well-informed and ensure that channels of communication are used effectively within the school
- Present a clear and accurate account of pupil performance in areas of responsibility e.g., SEND progress, specific groups of children, for a range of audiences including the governing board, Ofsted and others
- Undertake any professional duties of the Headteacher reasonably delegated to the post holder by the Headteacher

Designated Safeguarding Lead Responsibilities

- Serve as the primary point of contact for safeguarding concerns across the school
- Recognise threshold levels, manage referrals to external agencies, including LADO, children's social care and the police
- Maintain and update confidential child protection records in line with statutory guidance
- Communicate and work effectively within the designated safeguarding team
- Deliver safeguarding training and updates to all staff
- Ensure safeguarding policies and procedures reflect current legislation and best practice
- Lead on early help assessments and ensure robust multi-agency working
- Oversee safeguarding audits and prepare reports for the governing body

Warrender School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Ensure staff and pupils' safety/welfare through effective approaches to safeguarding; part of duty of care. The successful candidate will require an enhanced DBS clearance

This post is subject to Enhanced Disclosure procedures. As a member of the Senior Leadership Team this post is not subject to the directed time limitations attached to other teaching positions outlined in the School Teachers Pay and Conditions Document. The post holder will be expected to work in partnership with all school staff including the Senior Leadership team, parents/carers, internal and external visitors to provide efficient provision. This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may be subject to change. Whilst every effort has been made to explain the duties and responsibilities of the post, each individual task may not be identified. Employees are expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description. Nothing will be changed without consultation services. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date. This document must not be altered once it has been signed but it will be reviewed annually as part of the performance management process or as appropriate. It may be subject to modification at any time after consultation with the post holder.

Staff member's name: _____

Date: _____

Signature: _____

Headteacher signature: _____

Date: _____

