



Ormiston Victory Academy

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Assistant Principal for SEND

Start Date: September 2022

Salary: L11 to L15

We seek to appoint an Assistant Principal for SEND from September 2022 to support an oversubscribed (and growing), outstanding academy which is part of Ormiston Academies Trust.

At Ormiston Victory, we would like to continue to extend the support given to our SEND students and their families with this strategic (and operational) role which is part of the Senior Leadership Team.

We seek to appoint an exceptional individual who values and builds excellent relationships with families, staff and other stakeholders. Meaningful, accurate and timely communication skills are critical to this role.

The successful candidate will currently hold the National Award for SEN Coordination (or be close to completion) and may also hold many appropriate qualifications for examinations access and diagnostic assessments.

Key Responsibilities:

- To lead and promote, with the SENDCo, the direction and oversight of high standards for teaching and learning, student achievement and progress for students with Special Educational Needs
- To work closely with the SENDCo and teaching staff, providing advice and guidance on the graduated approach to SEND support to ensure the best learning outcomes for students with SEND.
- To be the key senior point of contact at the academy for all SEND related matters, and ensure effective, supportive and timely communication with parents/carers, external agencies and students with SEND themselves
- To support and/or lead the implementation of a broad, balanced and inclusive curriculum for students with SEND
- To actively coordinate academic and pastoral/SEMH support for SEND students, liaising with key pastoral staff and Curriculum Leaders as appropriate
- To play a leading role in accelerating the progress of all SEND students and track the progress of SEND students across all areas of school life
- To assess and identify students with barriers to learning and any associated Exams Access Arrangements
- To develop and implement appropriate programmes, with the SENDCo, to meet the needs of SEND students including strategic leadership of the Assess, Plan Do Review cycles
- To monitor and evaluate the implementation and impact of SEND related programmes and interventions
- To lead or collaborate on CPD/INSET/staff training with regard to SEND as appropriate
- To lead and deploy the Learning & Teaching Assistant (LTA) team according to student need so that they are able to play a crucial role in accelerating the progress and attainment of SEND students
- To advise SLT/Governors on SEND developments nationally and provide regular updates on the progress of SEND students at the academy.
- To contribute to school self-evaluation with respect to provision for students with SEND.

A small number of hours of teaching will also be required, but we do not require a particular subject specialism.

Line Management

- Responsible to Vice Principal for Student Engagement
- To line manage Learning & Teaching Assistants (LTAs and HLTAs) and SEND administration Assistant and lead their performance management processes

Key personnel requirements

Essential:

- To hold QTS and have some experience of working in a Secondary School, though we would welcome applications from the primary sector
- To hold the National SENDCo Qualification (or be currently undertaking this).
- To hold an appropriate qualification enabling testing of students for Examination Access Arrangements (or be currently undertaking this)
- To have a good knowledge and understanding of a wide range of SEND issues and strategies which benefit students with specific difficulties
- Knowledge of the statutory requirements of legislation concerning equal opportunities, health and safety, SEND and child protection
- Evidence of regular, relevant and recent professional development at an appropriate level.
- Experience of supporting students with SEMH difficulties.
- To be aware of the provision in the Norfolk local offer.
- Be hard working and willing to “go the extra mile” for students in their care
- Have a genuine commitment to and passion for providing all round support for students with SEND enabling them to achieve their full potential
- To foster an ethos and culture that supports the academy's SEND policy and promotes excellent outcomes for students with SEND or a disability.
- Be a role model for staff with regards to supporting SEND students
- Being a strategic and innovative thinker, with a vision for the role and the ability to take a strategic view and work with others to deliver improvement.
- Being able to make decisions, identify and solve problems based on thorough analysis and sound judgement.
- The ability to work with clear and measurable objectives to provide year on year improvement.
- The ability to work to deadlines, prioritise workload and manage own time effectively.
- Excellent attendance and punctuality record
- Demonstration of leadership qualities, with the ability to gain the confidence and respect of staff and motivate them to have high expectations of students with SEND.
- To be able to deliver high quality first teaching in areas of specialism.

Desirable:

- To be able to contribute to the academy's wide enrichment programme
- Delivery of Speech & Language Intervention
- Experience of delivering/supporting dyslexia intervention
- Good knowledge of ICT systems to enable them to be used in analysis.

We would welcome and encourage candidates to visit the Academy by appointment or you may wish to explore our website for more information about Victory Academy and view our virtual tours. We would encourage early application as we may interview sooner.

Closing date for applications: 09:00 Tuesday 17th May 2022.

Interviews expected to be held by Friday 20th May 2022.

Applications are via the Ormiston Academies Trust Careers Website <https://oatcareers.co.uk>

If you require any further information regarding this post please contact Nicole Hawes, PA to the Principal on n.hawes@ormistonvictoryacademy.co.uk

Ormiston Victory Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Ormiston Victory Academy is an Equal Opportunities Employer. We value diversity and welcome applicants from all sectors of the community.

