



Exmouth
Community
College
Academy Trust

Recruitment Information & Job Pack

Director of SEND (SENDCO)

Permanent

Leadership Scale 10-14

Closing Date: Thursday 30 November 2023 at 10.00am

Interview Date: Thursday 7 December 2023

Exmouth Community College, Gipsy Lane, Exmouth, Devon. EX8 3AF

www.exmouthcollege.devon.sch.uk

Headteacher: Tom W. Inman BSc, PGCE, NPQH, MTeach

Letter from the Headteacher



Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and enthusiastic colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.

You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of joining the Education South West (ESW) Multi-Academy Trust. The College has been working collaboratively with ESW over the last couple of years and we're really excited about formalising our partnership with them to continue to improve the experience that we provide for our students and the professional opportunities that this will bring for our staff.

We have a broad view of education. We have a real focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the great work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of why we are so proud of this dynamic College: www.exmouthcollege.devon.sch.uk

I recognise that much time and thought goes into preparing an application which I thank you for in advance and we, in turn, will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A stylized, handwritten signature in blue ink, appearing to read 'Tom Inman'.

Tom Inman
Headteacher

The College



Exmouth Community College is one of the largest secondary schools in the country and is set in a leafy split-site location, connected by a dedicated footbridge. Our catchment area extends northwards towards Exeter city boundary and eastwards to include Budleigh Salterton and many attractive rural villages.

We have excellent contacts with our 14 feeder primary schools, which form the Exmouth Academic Council and range from within Exmouth town to the villages of Budleigh Salterton, East Budleigh, Lymptone, Otterton, Woodbury and Woodbury Salterton. The College embraces working as part of the community and has strong local partnerships.

The College's mission is to provide a positive, enjoyable and structured approach to learning, where success is rewarded and students' individual aptitudes are given the chance to develop. We are an inclusive College and we pride ourselves on catering for all abilities. We offer a safe, secure, non-threatening environment in which students develop consideration for others, self-discipline and positive relationships. We aim to provide a thorough education which prepares students for their future.

As an Academy, we have more flexibility in the way we manage the College. The Exmouth Community College Trust is overseen by the Governing Board who are committed to delivering the best comprehensive education for the young people of Exmouth and the surrounding villages.

Our Vision

"You are always looking for ways to move the school forward."

Ofsted, 2021

Our vision is to create a College for the whole of our community that emphasises the importance of progress and innovation alongside more traditional values such as integrity, honesty and respect. For everyone we will provide the skills, knowledge and awareness to enable all to play an active and positive role in their families, workplace and global community. We will do this through excellent teaching delivered by reflective and skilled practitioners, a broad and differentiated curriculum model and opportunities beyond the classroom.

The ECC Way

Our College culture centres around The ECC Way. Being ready to do the right thing, making good choices and ensuring we are ready to learn. *Be Prepared, Be Kind, Be Engaged* and *Be Respectful* are the bedrock of The ECC Way and the heartbeat of our College. Through consistency of language, all students and staff know and speak of The ECC Way day in and day out.



Exmouth Community College
Academy Trust

Be Ready to Learn

Be Prepared

- Arrive at lessons on time
- Sit where you are asked
- Sit down straight away with the necessary equipment out ready to use

Be engaged

- Stay in your seat
- Phones and headphones should be out of sight and silent throughout lessons
- Try as hard as you can

Be respectful

- Don't speak when the teacher is talking
- Keep off task conversations for social times
- Allow others to learn, do not disrupt or distract
- Treat everyone and everything in the room with respect

Be kind

- Listen when others are talking
- Treat others how you would like to be treated
- Help and support others



Curriculum

We believe that young people should be provided with an education that enables all to "Learn, Progress and Grow".

Our curriculum is broad and challenging; designed to stretch students of all abilities and develop powerful knowledge to enable our young people to become active citizens in their community and beyond. Due to the size of our College, there are exciting opportunities within the curriculum. This is reflected in the breadth of our offer both at GCSE and Post-16 which includes subjects from Engineering to Criminology. In addition, we are able to differentiate within subjects such as PE and Business Studies to allow students to follow different examination routes tailored to each individual student. We also offer Latin from Year 7 all the way through to GCSE and into A Level. In addition, we offer the opportunity for some students with additional literacy needs to follow a more nurturing pathway to support them to access the wider curriculum.

"Pupils say the school wants the best for them. The school helps them to develop their interests and talents. Many pupils take part in school productions, dance performances and sporting activities. Pupils say the school provides a wide range of courses that match their interests."

Ofsted, 2020

Our curriculum leads to good outcomes for students and high rates of progress into Post-16 and ultimately apprenticeships, employment and university, with students regularly gaining places at top universities including Oxbridge.

"Pupils follow a broad curriculum. Pupils and parents appreciate the breadth of choice the school offers at GCSE and in the sixth form"

Ofsted, 2020

The College also provides opportunities beyond the classroom in sport, the arts, dance, foreign visits from Spain to New York and Vietnam, Ten Tors and Duke of Edinburgh award to a gold standard.

The College has a strong pastoral system organised on a Key Stage basis and excellent contacts with partner primary schools. This provision is supported by our 'ReinteGREAT' centre which provides support for students struggling with

SEMH issues to maintain their academic progress. There is a large SEND team consisting of a SENDCo and three deputy SENDCos. We also provide support for students through Pupil Premium Support Workers.



Accommodation and Facilities

The College covers nineteen hectares in total and the buildings range in ages, from the 1930's through to our two most recent completed in 2023. Our new building on the Green Close site is over 5,000m² and spread over three floors. The building includes a Theatre, a Library Resource Centre, Technology and Humanities classrooms, Drama and PE Spaces, Science Laboratories, ICT Suites, reception and various other spaces. The new building on the Gipsy Lane site is an extension to the existing Maths Block, built in 2017, creating a further eight classrooms, a Café area and informal study spaces.

The site also has two large Astro Pitches, one of which was re-surfaced during the summer of 2022. The College hires out many of its facilities to the local community.

Our vision for the estate is very clear, we want to provide a safe, secure, and stimulating teaching & learning environment whilst considering the impact on the environment. We have more work to complete, however, the delivery of our vision is well on its way.

Workforce

We have approximately 300 staff split equally between teachers and non-teaching staff. A range of casual staff and volunteers also add to the College's workforce. The Senior Leadership Team consists of the Headteacher, two Deputy Headteachers, six Assistant Headteachers and a Director of Finance and Resources.

Our aim is to have the best trained staff in the South West and to this end we have invested in the National College of School Leadership resources to provide online access to training for support and teaching staff. We have recently supported staff through National Professional Qualifications and welcomed nationally recognised external speakers such as Daniel Sobel, Tom Sherrington and John Tomsett to the College. We have moved away from stand-alone performance observations towards a non-hierarchical peer to peer coaching model based around incremental and continuous improvement. All teaching staff have been trained and are engaged in this process across the College.

"The new behaviour management policy responds positively to pupils' better behaviour. The school is calm and orderly as a result."

Ofsted, 2020

Staff Health, Wellbeing and Development

Culture is all about making sure the climate at the College is based around mutual respect, transparency, openness, intelligent accountability and integrity. We recognise that working in the College, as a member of teaching or support staff can be very rewarding but is also tough at times.

To help us develop a great culture, we have an Assistant Headteacher (Staff) who focusses on key issues for staff, such as communication and quality professional development as well as making sure staff are well looked after by organising events such as a hog roast, individualised "Thank you" cards from a local artist, scheme to support staff's physical wellbeing such as free access to our fitness suite and the option to use the Cycle to Work scheme. We regularly gain views from staff about issues and take action wherever we can to improve working conditions, including thinking carefully about the meeting cycle, position of Progress Evenings and quality departmental development time.

Governing Board

There are approximately seventeen Governors, including the Headteacher, on the Board with a wide range of experience in the fields of education, commerce and public life. The Board constantly seek to improve and enhance the College for the young people of Exmouth, both now and in the future. They are an active group, committed to comprehensive education and aiming to act as a "critical friend" in the true meaning of the phrase; there to provide support when needed, active in determining strategic direction, challenging where appropriate and sensible enough to know when to stand back and leave the College to manage the day to day without interference.





The Area

Exmouth is a town of over 35,000 inhabitants situated at the mouth of the River Exe. As with so much of the South West, employment in Exmouth is largely in the service sector and the College is by far the largest employer in the town. Employers also include primary schools, Exmouth Hospital and a thriving retail and tourist trade.

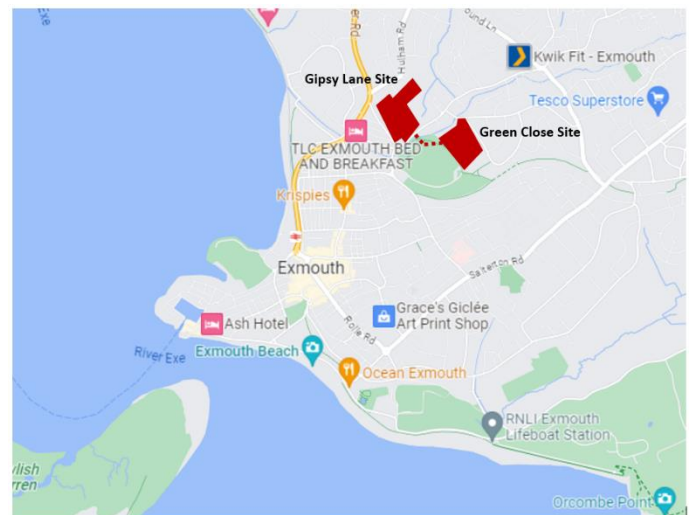
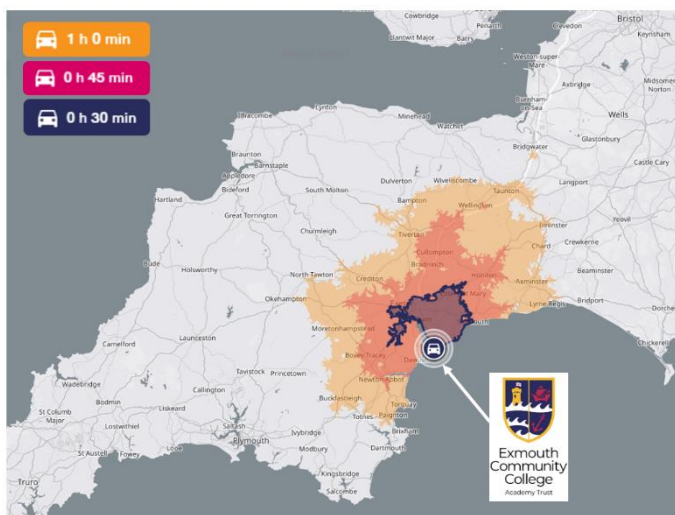
Exmouth is a very pleasant place to live. It is situated at the start of the Jurassic Coastline, which has been officially ranked alongside the Great Barrier Reef and the Grand Canyon as one of the natural wonders of the world. East Devon is an area of outstanding natural beauty.

The town has a marina and the two mile beach front offers a variety of water sports. Exmouth also has other excellent sporting facilities including a large Sports Centre with two heated pools, indoor tennis centre, fitness suites, squash and badminton courts. Exmouth hosts a weekly Park Run and Junior Park Run. The town has a wide range of hotels and restaurants and a number of pubs as well as shopping facilities.

On the outskirts of Exmouth is Woodbury Common. It is a huge and beautiful moorland, ideal for walking, riding, mountain biking and picnics. The common is also the home of Woodbury Golf and Country Club offering two golf courses, one to championship standard.

Exeter, the County Town of Devon, is just ten miles from Exmouth, a short drive or train journey away, and offers a wealth of shopping, sporting, cultural and historic attractions. Recognised as one of the most desirable cities in which to live, Exeter offers a thriving arts community, reflecting the presence of a major university. An array of independent stores plus all of the major shopping chains are represented in the city: the Princesshay shopping area has won awards for design. The city offers a wide variety of night life including top restaurants, night clubs, cabaret, three cinemas and theatres. The highly successful Exeter Chiefs and Exeter City Football Club call the city home and attract huge crowds to their home games.

Travel Times to and Location of Exmouth Community College



Job Description

Title:	Director of SEND (SENDCO)
Contract Type:	Permanent
Start Date:	15 April 2024
Salary:	Leadership Scale 10 – 14
FTE:	1.0000%
Teaching Requirement:	Up to 5 periods per week
Reporting to:	Assistant Headteacher (Inclusion)
Responsibility for:	Line management of Assistant SENDCOs and a Deaf Inclusion Worker. Overall leadership of the whole Learning Support Team.

Introduction to the Post

The Learning Support Team consists of approximately 25 Learning Mentors, supporting students across the Curriculum. The team is managed by three Assistant SENDCOs, with small groups being managed on a day-to-day basis by Senior Learning Mentors. In addition, a Deaf Inclusion Worker and Learning Support Administrator make up the Learning Support Team.

Exmouth Community College is seeking an outstanding, inspirational and dynamic qualified teacher to take on the Director of SEND (SENDCO) role. This offers a unique opportunity for an ambitious, creative and enthusiastic individual to lead the Learning Support Team within the context of the whole College vision.

Director of SEND Role

The SENDCO, with the support of the Head and Governing body, takes responsibility for the day-to-day operation of specialist provision made by the College for all students with identified SEND. The SENDCO provides strategic guidance that shapes high quality teaching and pastoral care and the effective use of resources to ensure outstanding outcomes for all students who have identified SEND.

Purpose of the Post

- Provide a strategic overview of SEND across the College, to include planning, policy writing, advising and supporting staff.
- Develop the SEND area in line with national guidance and explore new strategies to have a positive impact on students' educational progress.
- Provide professional leadership and management of a significant number of people in the Learning Support Team, in order to secure high student achievement in the context of the College's overall aims and priorities.
- Ensure students with additional needs are identified, supported, monitored and offered appropriate interventions if they are not making expected progress.

- Promote high standards and a clear direction for the Learning Support Team within the context of the whole College vision, in order to contribute to whole College improvement. Reinforce the emphasis that all teachers are teachers of students with SEND.
- Ensure there is consistency within the Learning Support Team in the implementation of College policies and procedure, in order to ensure that the expectations of students are consistently high.

Key Responsibilities

Operational/Strategic Planning

- Work with the Headteacher, Senior Leadership Team and SEND governor to determine the strategic development of the SEND policy and provision within the school.
- Have day to day responsibility for the operation of the SEND policy and the co-ordination of the specific SEND provision made to support students with identified SEND, in particular those students with an Education, Health and Care Plan.
- Provide professional guidance to colleagues and work with staff, parents and other agencies. This will ensure that students with identified SEND receive appropriate SEND support and high-quality teaching with access to a broad and balanced curriculum, in line with the school Learning policy.
- Advise on the graduated response to providing SEND support and recommend how this should be reflected in whole school approaches to working with students with identified SEND.
- Advise on the deployment of the school's delegated budget and other resources to meet students' needs effectively.
- Be the point of contact for external agencies, especially the local authority and its support services.
- Liaise with associated education providers (primary schools and FE colleges, for example) to ensure students and their parents are informed about options and a smooth transition is planned.
- To work with the Headteacher, SLT and governing body to ensure that the school meets its responsibilities under the Equality Act 2010, with regard to reasonable adjustments and access arrangements.
- Ensure the school keeps records of students with identified SEND Support in place, up to date.
- Respond to EHCP consultations from the 0-25 team within statutory timeframes

Curriculum Provision

- Responsibility for the core curriculum offer for students with identified SEND needs, in line with the guiding principles of the SEND Code of Practice.
- Regularly review all students with identified needs and ensure that their designation is up to date and accurate.
- Track the journey of students within the SEND curriculum (through Provision Map). Ongoing application of the Assess, Plan, Do, Review principles with regard to curriculum planning in SEND curricula and communicating effectively with parents.
- Responsibility for deployment of Student Support staff as an effective intervention within the whole school curriculum offer.
- Overall responsibility for Examinations Access Arrangements and reasonable adjustments, as well as their effective communication to staff.

Staff Development

- To support SLT in designing an effective whole school CPD offer that involves ongoing training that promotes 'Universal Provision' and outstanding pastoral care.
- Support the ongoing development of the Learning Support Team as specialists in the SEND Code of Practice, and to ensure ongoing training and specialist guidance for the Learning Support Team is in place.
- To provide regular line management for the Learning Support Team, in order to support them to manage their caseloads of students and their appraisal targets.

- To work closely with Pastoral and Curriculum Leaders to ensure support is in place to help them meet their responsibilities as part of the SEND Policy and Equality Act.
- To act as a teaching and learning mentor, with a specialist SEND view, in order to promote and support teaching staff where needed.
- To refine and further develop the referral process, for students with potential SEND needs, via the Inclusion Team

Quality Assurance

- To work closely with SLT and post-holders to ensure there is an equitable approach to supporting students with identified SEND, through a range of appropriately planned whole school and department approaches.
- Responsibility for the quality assurance (tracking and monitoring) of the impact of an evidence-based range of SEND intervention.
- Together with Senior Leaders, responsibility for tracking and responding to school data highlighting identified SEND students who are not making expected progress in KS3 and KS4.
- To work with the Learning Support Team, school leaders and TLR holders to ensure that plans are being implemented in classrooms and that recommended teaching strategies are being used.

Other

- Promote equal opportunities so that all learners achieve their potential.
- Ensure high standards of Health and Safety within the Department.
- Any other duties commensurate to the post.

Classroom Teacher Role

The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the subject Department.
- Contribute to the effective working of the subject Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Subject Leader needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for teaching.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified teacher status	✓		Application
SENDCO qualification or willingness to obtain within the first three years	✓		
Experience			
Successful experience of teaching in a secondary school	✓		Application, Interview, Assessment/ Observation, Reference.
Experience of working at whole school level		✓	
Experience of working with students with identified Special Educational Needs	✓		
Proven experience of a range of assessment strategies including those designed to identify such specific learning difficulties as dyslexia	✓		
Proven effective communication with external agencies; parents; other schools	✓		
Experience of providing professional leadership and management	✓		
Knowledge & Skills			
Good knowledge of current educational thinking and developments	✓		Application, Interview, Assessment/ Observation, Reference.
Evidence of ongoing professional development in relation to leadership of Special Needs	✓		
Willingness to continue to develop professional skills		✓	
Experience of conducting training/leading INSET		✓	
Ability to foster and maintain good relationships with the school stakeholders and community	✓		
Respect for the professional expertise of others	✓		
Consultation and analytical skills. The ability to prioritise, plan and react	✓		
The ability to use data effectively to inform actions	✓		
Evidence of innovative and effective curriculum or pastoral development		✓	
Evidence of involvement in/commitment to extra-curricular activities		✓	
Evidence of involvement in managing change		✓	
Personal Qualities			
Enthusiastic, perceptive and fair	✓		Application, Interview, Assessment/ Observation, Reference.
Knowledge and expertise in how people learn	✓		
Ability to both support and challenge students and staff	✓		
A personal commitment to high quality and excellence that will match and extend the College’s proven record	✓		
Data analysis skills and the ability to use this to inform planning		✓	
Awareness and understanding of data protection and confidentiality	✓		
Creative and dynamic approach to problem solving and turning ideas and opportunities into successful practice	✓		
Ability to work actively, productively and flexibly as part of a team	✓		
Excellent written and oral communication skills and the ability to communicate effectively with a range of audiences.	✓		
The ability to chair and contribute to the success of meetings	✓		
Confident user of ICT	✓		
Ability to take responsibility and show initiative	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/db filtering guide)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF

Questions?

For further information about this post please contact Amanda Day:

Email: amanda.day@exmouthcollege.devon.sch.uk

Phone: 01395 255687