



WE ARE ASTREA

**EXECUTIVE LEAD SENCO
APPLICANT BRIEF**

ASTREA ACADEMY TRUST





Open Letter from our CEO

Dear Candidate,

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage. Our academies are based across South Yorkshire and Cambridgeshire, often in areas which have experienced generationally poor educational opportunities. Our role is to change that. We want to play our part in the social regeneration of these areas.

We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve.

With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality, but our sense of what defines us is still evolving. With this in mind, we are looking for leaders who:

- Want to be part of our journey to outstanding, shaping our vision, and helping us to unlock the collective power of our system. If you're a solo flyer, our Trust is not for you.
- Share our commitment to an inclusive, aspirational and academic education for all pupils.
- Believe that in a Multi-Academy Trust, the whole is greater than the sum of the parts and that it is our collective responsibility to get the best outcomes for all our pupils.
- Bring expertise, aspiration, courage, and a collegial approach. We are brave for our communities and we welcome challenge and ambition.
- Are authentic, visible and driven.
- Bring an academic perspective to their work, supported by well-researched, well-evidenced approaches that make us think and push the trust's practice forwards
- Want our schools to be joyful places to learn, underpinned by expert teaching, brilliant curriculum, broad opportunities for learning and excellent consistent behaviour in every classroom.

For our part, we commit to challenging you, inspiring you, supporting your development and giving you access to leadership opportunities not only within your own school, but also across our Trust as your role develops.

Best Wishes,

Rowena Hackwood
CEO at Astrea Academy Trust



JOB DESCRIPTION

SALARY	£46,920 (Grade LQ1 Level 5T)
CONTRACT TYPE	Permanent
WORKING PATTERN	Monday to Friday (All Year Round)
HOURS PER WEEK	37.5 hours

Purpose

To support the work of central colleagues across Education and Therapeutic Services, in promoting the positive educational experience of children and young people with SEND across the Trust.

Key Accountabilities

The Executive Lead SENCO will work closely with Education and Therapeutic Team colleagues, under the line management of the Head of SEND and Therapeutic Services.

The purpose of the role is to support the continued improvement of SEND practices across the Trust and to provide vital support to schools and SENCOs in relation to targeted day-to-day SEND leadership.

The Executive Lead SENCO will therefore need a thorough understanding of the SENCO role, as well as an exceptional understanding of how the national curriculum can be carefully adapted to meet the needs of pupils with SEND, whilst maintaining an ambitious education. An understanding of the effective use of Alternative Provision, as well as the associated safeguarding and attendance procedures, would also be essential to the role.

Through targeted and focused pieces of work, the Executive Lead SENCO will work at pace and track improvements and impact through the important work they undertake.

In line with the SEND Code of Practice 2014 (and subsequent updates), Astrea policies and other relevant statutory guidance, the Executive Lead SENCO will drive high standards and support statutory compliance across settings. In relation to the application of the graduated response for pupils with SEND, this may include supporting school leaders with Local Authority communication and processes. Additionally, this may include the completion of screening tools and the application of access arrangements.

Key Responsibilities

- To promote effective SEND practices across the Trust, ensuring that Astrea standardised approaches are adhered to
- To keep informed of current legislation, statutory and other guidance with regards to SEND and GDPR
- To provide targeted, and sometimes intensive, SEND leadership support to academies and SENCOs, drawing upon an ability to coach others successfully whilst drawing on research and best practice
- To support SENCOs with ensuring the delivery of targeted interventions and implementation of specialist advice - supporting colleagues with gathering and analysing impact



- To support SENCOs with the identification of special educational needs, with the possible use of screening tools
- To support the development of inclusive SEND provision and learning experiences for pupils, through the application of the graduated approach (including support planning as part of an Assess>Plan>Do>Review cycle)
- To support SENCOs with attracting additional funding and securing appropriate provision through liaison with Local Authorities
- To support with the reviewing of SEND leadership and provision across settings, action planning in response
- To assist members of the Education Teams (including SEND and Therapeutic Services) as well as Safeguarding colleagues, in reviewing the use of Alternative Provision for pupils with SEND, providing targeted support to school leaders in response
- To support SENCOs in ensuring a robust use of access arrangements leading to improved outcomes for pupils with SEND
- To work in collaboration with members of the Education Teams, including SEND and Therapeutic Services, demonstrating effective team work, developing positive working relationships and responding to emerging needs and priorities
- To support the Head of SEND and Therapeutic Services with the identification and development of the wider SEND training offer, delivering sessions and networking events where required
- To be committed to the safeguarding of pupils and staff across the Trust and to act in accordance with Trust policies at all times, ensuring a high standard of professionalism
- To complete additional work as requested (not listed here) that is supportive of improving inclusive provision or leadership



PERSONAL SPECIFICATION

Experience

- Have previous experience of raising standards for vulnerable groups of learners (or working with a SENCO to raise the standards for vulnerable groups of learners)
- Experienced in providing peer support and development - demonstrating excellent team working skills
- Experience in monitoring, evaluating and improving standards of SEND and Alternative provision through a variety of means
- Experience in applying for high needs funding and working with Local Authority SEND teams
- Experience of the applying all stages of the graduated approach for SEND (Assess>Plan>Do>Review)
- Experience of developing and delivering inclusion focused training sessions

Qualifications & Knowledge

- Qualified Teacher Status
- Knowledge and understanding of barriers to learning for SEND, disadvantaged and other vulnerable learners
- Knowledge and understanding of evidence-based research in relation to SEND and inclusive teaching
- Working knowledge of current educational legislation and guidance; particularly that relating to SEND and Safeguarding
- Evidence of further training and professional qualifications appropriate to the role (Desirable)
- SENCO Award (Highly desirable)
- JCQ Access Arrangements qualification (Desirable)

Behaviours

- Ability to secure positive relationships with a range of stakeholders, including Principals, Local Authorities and external agencies
- Ability to gather, interpret and analyse data
- Excellent communication skills; both written and oral
- Ability to work to tight deadlines, when necessary
- Willingness to undertake further training and development, as necessary
- Willingness to travel, with some overnight stays expected
- Experience in the use of screening tools (SEND)

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org