**Job Description: SENDCo (Maternity Cover)**

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| **Post Details** |  |
| **School:** | Twynham School |
| **Grade:** | Leadership Scale Point 5-9 |
| **Weeks per year:** | Full time |
| **Duration:** | Temporary (Maternity Cover) |
| **Responsible to:** | DHT Pastoral |

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| **Main Purpose** |
| To inspire excellence across the school, in particular with regard to SEND provision.  The SENDCo will champion inclusion to achieve exceptional outcomes for SEND students at Twynham School.  The post-holder will liaise closely with the Executive SENDCo for the strategic development and operational implementation of the school’s SEND policy.  The SENDCo will take responsibility for day to day operational decision making for all matters related to SEND at Twynham School.  The SENDCO will ensure that Twynham School is compliant with all statutory legislation regarding SEND.  The SENDCo plays a key role in the day to day running of the school and will be required to meet daily with other leaders to ensure the smooth and effective operational running of Twynham School.  Dependent on experience the SENDCo would be invited to join the Extended Leadership Team and contribute to the strategic direction and success of the Twynham TGS federation. |

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| **Duties and Responsibilities** |
| * Responsible for ensuring that the Special Educational Needs (SEND) policy and provision in Twynham School is implemented. * Be responsible for the day to day operation of the SEND policy and co-ordination of specific provision to support individual pupils with SEND with the aim of raising SEND pupil achievement * To oversee staff deployment and resources according to the needs of SEND students; including restructuring roles and responsibilities within the team where necessary. * In liaison with the Directors and Heads of English and Maths, ensure the effective deployment of staff and resources to enable excellent outcomes from numeracy and literacy intervention. * Ensure all Access Arrangements for students are in place and that statutory SEND responsibilities with regard to public examinations are fully compliant * To liaise with staff, parents and external agencies and to co-ordinate their contribution, to provide maximum support and ensure continuity of provision for students in all key stages * To ensure excellent tracking and monitoring processes are in place to support the achievement of SEND students ranging from Year 6 CATs testing through to support for SEND students applying for Post 16 provision * To be responsible for maintaining Twynham School’s SEND profile [SEND register] ensuring that it is always up-to-date and is an accurate picture of SEND need across the school * To be responsible for the accurate identification of SEND need across the school, ensuring a rigorous and thorough assessment process * To report as necessary to senior leaders and governors as required on the effectiveness and efficiency of SEND provision at Twynham School. * Support the SLT in providing training, professional development and guidance to staff to support excellent practice with regard to SEND working * To be accountable for the effective deployment of teaching assistants to ensure value for money * To be responsible for the delivery of support for students who require support regarding SEMH, including the deployment of specialist staff to deliver ELSA and other mental health support. * Working closely with the SLT to provide accurate evaluation of the quality of teaching and development and recruitment needs within the SEND department. * Support and provide guidance to Curriculum Leaders and other leaders with regard to high quality curriculum design that will support excellent achievement for SEND students * Take responsibility for line management and performance management of identified members of staff as directed by the EHT |

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| **Safeguarding Duties and Responsibilities** |
| * Promoting and safeguarding the welfare of children and young people in accordance with the school’s Safeguarding and Child Protection policies. |

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| **Twynham Learning Attributes for all Staff** | |
| * Ambition for excellence * Professionalism * Humility * Championing change | * Inclusiveness * Positivity * Community-mindedness * Being collaborative |

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| **Knowledge & Skills** |
| **Essential:**   |  | | --- | | * Qualified Teacher Status (QTS) * A degree or equivalent * Completion of NASENCo award * A track-record of exceptional classroom teaching with an acute understanding of effective pedagogy * A commitment to and knowledge/experience of effective strategies to maintain and raise attainment, in particular to address the differing needs which exist in the mixed ability classroom, which include second language learners * Significant experience of improving outcomes for students with SEND or disadvantage * Experience in the use and analysis of data, tracking and target setting to raise attainment at individual student, class and cohort level and identify performance * Direct experience of managing a budget and resources (including staff resources) * A commitment to the aims and values of comprehensive education, the school’s vision and ethos, as well as the implementation of equal opportunities policy and practice * Ability to travel independently * A commitment to and evidence of professional development | | **Desirable:**   * Additional school leadership training (NPQSL or similar) * Experience of the DDSL role in schools * Experience of working as a middle leader in a MAT. * Safer recruitment trained or commitment to being so * Previous experience as SENDCo either in a secondary/middle school environment or large primary setting * Experience of working effectively with external stakeholders, including local authority representatives with excellent knowledge of current national initiatives. * An understanding of the principles of management and leadership with an ability to engage others and to lead a team to achieve its goals * An awareness of staff professional development and the enthusiasm to deliver and promote on-going staff training, particularly in high quality teaching and learning * Is flexible, able to work under pressure, meet deadlines and prioritise workload | |

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| **Other Duties** |
| * The SENDCo will be a part of the core operational leadership group of Twynham School. They will be part of the on-call rota and responsible for input into strategic decisions related to the direction of the school. * The SENDCo will support all matters related to external marketing of Twynham School. This will include liaison with partner schools and parents and attendance at Open Evenings and other outward-facing events. * The SENCDo will also be the designated teacher responsible for LAC and will work closely with the LAC Co-ordinator and the DHT Pastoral * Promoting and safeguarding the welfare of children and young people in accordance with the school’s Safeguarding and Child Protection policies; including taking the role within the Safeguarding Team * To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example * Take responsibility for their own professional, CPD and wider reading as expected of a SENDCo, in addition to maintaining to current educational thinking, policy and statutory changes.   **Trust- wide collaboration**   * To support the work of Twynham Learning MAT which at times may require supporting other schools within the MAT as agreed in consultation with the post-holder. * Contribute to the TL Trust Excellence strategy for a world class provision of SEND. * To contribute as the ‘voice of Twynham Learning’ in the BCP inclusion strategy and future development work. * To support the work of Two Rivers Institute which, at times, may require supporting schools locally or delivering CPD through TRI as agreed in consultation with the post-holder. * To promote actively the Trust’s corporate policies * To play a full part in the life of the Trust community, to support its vision, mission and values. * To comply with the school’s health and safety policy and undertake risk assessments as appropriate   All Twynham Learning staff may periodically be expected to carry out tasks and duties within their area of competence that are not listed herein, as directed, to meet the needs of the Trust. The particular duties and responsibilities may vary from time to time. |

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| **Personal Attributes** |
| * Energetic and relentless in striving for excellence * Can demonstrate effective leadership qualities * Ability to work both autonomously and as a member of a team * Ability to forge effective professional relationships and establish positive partnerships with parents and carers in an empathetic and approachable manner * Has the personal qualities needed to build effective relationships with colleagues and students * Is an excellent practitioner * Is highly motivated * Is flexible, able to work under pressure, meet deadlines and prioritise workload * Is a reflective practitioner who responds to change positively * Is highly qualified and a well organised person * Is a confident communicator * Has high expectations of colleagues and all students regardless of their need * Is able to enthuse others about learning and is able to communicate this to the students and the faculty * Demonstrates commitment and a flexible approach to professional development * Is confident, resilient and has a good sense of humour * Is a good ‘team player’ |

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| **Notes** |
| * This job description may be amended at any time in consultation with the postholder. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. |

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| **Key to Acronyms Used/Glossary of Terms Used in this Job Description** | |
| * TL=Twynham Learning * MAT=Multi Academy Trust * CATS= Cognitive Ability Tests * NPQSL=National Professional Qualification for Senior Leadership | * SEMH=Social, Emotional, Mental Health * SLT=Senior Leadership Team * EHT=Executive Headteacher * DSL=Designated Safeguarding Lead |