

GLF Schools Job Description

Job Title	GLF Inclusion Lead (Speech, Language, Communication and interaction) Cross Phase	Contract	Please note this is an Associate contract, and not Teaching Terms and Conditions.
Grade	Leadership 2	Salary	Up to £70k
Location	GLF Schools		
Core purpose			
<ul style="list-style-type: none"> • To ensure all students, in all their diversity, are enabled to experience the joy of learning, know they belong and feel valued in their school community. • To improve the quality of provision and holistic outcomes for students with additional Educational Needs across GLF Primary schools • To create a supportive, inclusive, and tailored environment that allows students and young people with speech, language, communication, and interaction needs to thrive across various stages of their education. • To support and enhance the learning and development of students and young people with speech, language, communication, and interaction needs across different educational phases (such as early years, primary, and secondary education). • To identify and address barriers to communication, promoting language development, and ensuring that students and young people have the skills they need to succeed academically, socially, and emotionally 			
Principle Responsibilities			
<ul style="list-style-type: none"> • Secure measurable improvement in provision for students with Additional Educational Needs in priority schools through the delivery of high-quality, focused school improvement activities. • Lead speech, language and communication screening and associated evidence-based universal and targeted provision (e.g. WellComm and Verbo) across GLF schools. • Lead on provision for students who speak English as an Additional Language, including associated professional development for staff. • Report on the impact of the Trust's speech, language and communication provision to Exec, Education Committee and Trustees. • Promote an understanding and celebration of neurodiversity across our schools. 			
Main Duties			
Leadership Support and Strategic Development			
<ul style="list-style-type: none"> • Support leaders at all levels to ensure the implementation of the Trust's vision, principles, and practices for disadvantaged students and those with additional educational needs (AEN). • Deliver targeted school improvement initiatives with a focus on inclusion and AEN in priority schools. • Support school leaders to develop their knowledge and skills in relation to strategic planning for disadvantaged students and those with AEN. 			

Professional Development and Capacity Building

- Use knowledge of effective practices to develop leaders, teachers, and support staff in inclusive practice.
- Facilitate professional development and supervision of SENCOs and inclusion teams by co-producing half-termly AEN bulletins and co-leading network meetings, group supervision, and training sessions.
- Provide bespoke support for SENCOs who are new to the role or require performance management interventions.
- Facilitate opportunities for observation and dissemination of good practices between schools, including the facilitation of SENCO/Inclusion Lead supervision.

Quality Assurance and Policy Development

- Quality-assure school reports and policies related to inclusion as required.
- Lead a portion of bi-annual 'Inclusion Reviews' as part of GLF's quality assurance program.

Provision and Resource Management

- Support school leaders in making optimal use of the provision within the local offer.
- Provide guidance to school leaders on provision mapping, interventions, and the effective deployment of teaching assistants.

Complex Case Support

- Assist school leaders, including SENCOs and headteachers, with complex cases such as special school transitions, EHCP consultations, complaints, and students with SEND who are at risk of recurrent suspensions or permanent exclusion.

Research and Best Practice

- Stay abreast of research and developments in inclusive provision and disseminate relevant information to improve practices.
- Continually review and refine practices to improve outcomes for all students, ensuring that the provision for additional educational needs is evidence-based, innovative, forward-thinking, and impactful.

Accountability

- Reporting on trends and patterns of pupil progress and the impact of interventions on an individual, phase and trust wide basis to trustees
- Line managed by the Director of Inclusion

Safeguarding

GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion