



## Appointment Brief: Leader for Learner Breakthrough (SEND)





Dear Applicant,

Thank you for your interest in joining our team. We are thinking about SEND provision in a new way and we are therefore looking for an innovative leader to work with us to reimagine learning support that breaks down the barriers to learning for students who have educational needs and neurodiversities.

This is a brilliant place to innovate, make and learn. Elstree Screen Arts offers a creative education for students aged 14 to 19 specialising in the crafts, trades and technical disciplines that underpin the cultural sector. We provide core academic education alongside technical, vocational learning designed to develop learners to be creative, innovative and reflective. We are also here to provide them with the necessary knowledge, skills and work experience to be employed in the film, TV and theatre industries, where there is currently a substantial skills shortage.

Our creative industries recognise difference and originality and we are looking for a leader who has a similar philosophy to working with diverse students who face challenges in their learning and has ambition and creativity in their approach to challenge young people to break through barriers and become successful creatives.

This is a creative college full of vitality and enthusiasm. Our students are a credit to us and our campus is new and well resourced. Our staff are passionate and industry credible. ESA benefits from leading academic and industry partners. We are a UK centre of Screen Excellence and we aim to be a nationally leading school specialising in creative and cultural education.

As a new college, we are still expanding and innovating. We currently have around 450 students on our role and expect to be around 600 in the next few years. The dynamism of our college and our pioneering specialism provides a rewarding challenge for an innovative and inspiring Learning Support Professional seeking to inspire and support our creative learners.

Our students are very engaged by the specialist education we provide here and the quality of student productions are often industry standard. We have our own student led media production company who take on legitimate briefs for industry clients. Our current showreel can be seen on our website - [www.esaacademy.org](http://www.esaacademy.org).

ESA is a proud part of the Danes Educational Trust, more information about the Trust can be found [here](#).

We welcome and encourage prospective candidates to come and see us and get a feel for our college.

Thank you again for your interest in being a part of the team at Elstree Screen Arts Academy and working alongside our creative and curious learners.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Chris Mitchell', with a horizontal line underneath.

Chris Mitchell  
Principal



## JOB DESCRIPTION Cont.

**Job Title:** Leader for Learner Breakthrough (SEND)

**Line Manager:** Assistant Principal

**Pay Range:** M1 - UPS3 plus TLR (commensurate with experience)

**Work Pattern:** 33 hours per week

### Core Purpose

- Work directly with the SLT to develop and implement the strategic plan for ensuring we break through the barriers which limit the learning of our students who have specific learning needs or neurodiversities.
- Be responsible for day-to-day co-ordination of specific provisions to support students with barriers to their learning to overcome them.
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies

### Strategic development for learner breakthrough

- Have a strategic overview of provision for students facing learning barriers, monitoring, reviewing and improving the quality of provision
- Contribute to school self-evaluation and development planning, particularly with respect to the support and empowerment being implemented to support learner breakthrough
- Make sure that relevant learning policies regarding SEN, SEMH and intervention programmes are put into practice and its objectives are reflected in the school development plan
- Maintain up-to-date knowledge of national and local initiatives and seek to innovate leading practice for ESA
- Evaluate whether funding is being used effectively, and suggest changes to make use of funding more effective

### Operational co-ordination of provision for learner breakthrough

- Maintain an accurate register of our 'breakthrough' students and ensure management of the ESA breakthrough provision map
- Provide guidance to colleagues on teaching pupils with learning needs, neuro diversities and barriers to their learning, and advise on appropriate graduated approach to learner support
- Advise on the use of the school's budget and other resources to meet pupils' needs effectively, including staff deployment
- Be aware of the provision in the local offer
- Work with other schools, educational psychologists, health and social care professionals, and other external agencies
- Be a key point of contact for external agencies, especially the local authority (LA)
- Implement and monitor impact measures such as increased engagement, growth in learner confidence and independence, higher capacity for stress, increased attendance and group interaction and selected outcome achievements
- Plan, implement and lead intervention groups for learner progress and empowerment



## JOB DESCRIPTION Cont.



### Support learners' breakthrough

- Coordinate breakthrough plans for students with learning needs
- Co-ordinate provision that meets the pupil's needs, and monitor its effectiveness
- Secure relevant services for the pupil
- Ensure records are maintained and kept up to date
- Review the education (including health and care plan - EHCP) with parents or carers and the pupil
- Communicate regularly with students and their parents, families, carers
- Promote the pupil's inclusion in the school community and access to the curriculum, facilities and extra-curricular activities
- Work with the student wellbeing coordinator, pastoral care team and the designated teacher for looked-after children



### Leadership and management

- Work with the headteacher and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
- Prepare and review information the governing board is required to publish
- Contribute to the school improvement plan and whole-school policy
- Identify training needs for staff and how to meet these needs
- Lead INSET for staff and raise awareness of the learner breakthrough agenda
- Promote an ethos and culture that supports the school's approach to relational learning, our 7Cs Character and Culture curriculum and commitment to engagement for all learners
- Lead and manage teaching assistants and relevant support staff

**This job description is not exhaustive and the postholder will be expected to undertake any other duties as reasonably requested by the Principal or Assistant Principal.**





## JOB DESCRIPTION Cont.

### Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

### Core Values

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all



## JOB DESCRIPTION Cont.



### Compliance

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

### Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.



### Additional Information

All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

### Supervision/Job Context

The post holder is managed by the Assistant Principal for Pastoral Support, Inclusion and Learner Breakthrough.

### Contacts

The post holder will work with all members of staff in the school and have contact with students, parents, advisors and other specialist visitors to the school.



## PERSON SPECIFICATION

**We are looking for ...**

**Essential:**

- Qualified Teacher Status (QTS)
- SENCO qualification (statutory requirement) or willingness to achieve SENCO qualification within 3 years if not currently held
- Excellent leadership experience at subject or MLT level or higher
- Sound knowledge of the SEND Code of Practice
- Understanding of what makes 'quality first' teaching, and of effective intervention strategies
- Ability to plan and evaluate interventions
- Data analysis skills and the ability to use data to inform provision planning
- A track record of achievement and ambition
- Ability to motivate and inspire others: both colleagues and students
- A considerable work rate and high degree of administrative efficiency
- Excellent interpersonal and communication skills
- Sensitivity to deal with difficult pastoral and staffing issues
- A positive and proactive approach to problem solving
- Knowledge of current educational issues including developments in the sphere of public examinations, careers and university entrance
- Strong ICT skills
- A willingness to support the college vision, culture and ethos
- A natural aptitude to model the Trust's core behaviours – 'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.



## PERSON SPECIFICATION Cont.

**Desirable:**

- Previous experience preferably gained in a pastoral or SENCO role
- Previous experience of a range of qualifications available to ESA students
- A reflective approach to leadership and own learning
- Adaptability





## SCHOOL SUMMARY

Elstree Screen Arts has a firm commitment to cultural education. The principal is a graduate of the Leaders for Impact Programme and has established the school as a leader in creative education. Now beginning its 9th year, ESA has developed a specialist curriculum that has seen alumni secure employment at world leading creative institutions including Elstree Film Studios, Netflix, Universal, BBC, Panavision and LifeCast.

The campus is equipped with two sound stages as well as editing facilities, audio studios, makeup and costume suites, a workshop for set and props, art and photography workspaces and its own cinema. The idea behind the school's design and function is to facilitate collaboration and creative thinking.

Our core facilities include science labs, digital IT and computing rooms, English and maths classrooms, a dance studio and outdoor sports pitch.

In addition to academic study and technical skills training, ESA delivers a character curriculum focussing on the 7Cs - Confidence, Collaboration, Curiosity, Communication, Creativity, Commitment and Craftship. These vital qualities of character are in all we do and are vital to helping our learners and makers become resilient, reflective and reliable creatives.

ESA has a specific emphasis on increasing access and opportunity for all young people whatever their background in order to open up doors into the creative industries for young people currently under represented in the sector. In 2021, ESA was designated as a UK centre of Screen Excellence and is working with ScreenSkills, the BFI and the NFTS to deliver a new traineeship to post 16 learners - providing vital on-set work placements in production, prop, set, light, makeup, costume and grip. Essential to our work are our partnerships and we are fortunate to work with some of the best in the business including Sky, BBC, MOBO Awards, Elstree Studios, Royal Opera House and the National Portrait Gallery.

Further details about Elstree Screen Arts Academy may be found on our [website](#). Enquiries by telephone and email are welcome.



## BENEFITS

### **We can offer a range of benefits including:**

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Free flu jabs
- Free parking
- Staff Committee that organise regular social events





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onslow St Audrey's School, De Havilland Primary School, Elstree Screen Arts, Ascot Road Primary School, Lanchester Primary School, Jupiter Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of 'Making the Difference Together' and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all





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