



MAC Inclusion School Improvement Lead
Salary: Leadership Pay Range: L12-L16
Permanent, Full time
Reporting to: CSEL

Role purpose

To support the St John Paul II MAC with its commitment to deliver excellent provision for vulnerable pupils across its schools and to raise standards for these pupils by implementing the MAC's vision for Inclusion across all schools in the St John Paul II MAC. The role will involve supporting and challenging leaders responsible for all aspects of inclusion, including (but not limited to) SEND and disadvantaged / vulnerable pupils, ensuring that recommendations are effectively implemented to support learners in schools. The post holder will be required to provide leadership and expert professional advice in all aspects of inclusion, developing and implementing effective strategies, policies and procedures to remove barriers to learning that reflect best practice.

This new role is a MAC-wide school improvement role which incorporates all aspects of inclusion, including but not limited to SEND. The role will not involve line management of any school-based staff.

Main Responsibilities

- A commitment to St John Paul II MAC vision statement and ensuring the gospel values of love and service for the most vulnerable pupils in our community
- Liaise with MAC Principals, SENCOs and PP / inclusion and attendance leads in schools to ensure a joined up approach to inclusion across the MAC. This will include primary and secondary phases.
- Work closely with the DCSEL as Safeguarding Lead to ensure a cohesive approach to vulnerable pupils, especially those who have multiple needs.
- Provide expert advice to senior staff concerning inclusion on an ongoing regular basis.
- In liaison with the CSEL, create, develop, implement and advise upon a strategic and sustainable MAC-wide approach to promoting excellent provision for vulnerable pupils within our MAC schools.
- Build and develop effective communication and robust links with external agencies as required.
- Develop and lead a quality CPD programme around Inclusion across the MAC.
- Ensure that appropriate methods of assessing and recording pupils needs and progress are introduced and maintained.
- Ensure the effective and proficient use of school and pupil data both internal and external, in order to improve outcomes for vulnerable groups.
- Ensure all schools recognise and fulfill their statutory responsibilities to vulnerable groups including SEND pupils.



Personal Skills

- Manage resources, offering advice and solutions that strive for the best possible outcomes.
- Engage in dialogue with other professionals to reflect upon own personal and professional learning.
- Develop public and voluntary sector professional communities and multi-agency networks through ongoing collaboration and the sharing of best practice.
- Maintain and demonstrate professional competence and values, acting in line with responsibilities to promote the best education for vulnerable pupils.
- Maintain and demonstrate significant CPD with up to date relevant knowledge.
- Keep informed of current development by attending in-service courses, visits, reading and study.

Responsibilities

- Maintain an overview of vulnerable (SEND, disadvantaged / PP / LAC) children at different schools, their progress and outcomes to support monitoring and evaluation.
- Provide reports on the above to the Board of Directors to ensure impact.
- Support Principals, SENCOs and PP / inclusion and attendance leads in taking responsibility for the provision and outcomes for vulnerable pupils. This will include leading MAC-wide network group meetings as required.
- Promote and maintain up to date working knowledge of inclusion and legislation, ensuring consistency in approach / policy delivery across the MAC.
- Develop a coherent CPD programme and coordinate/ deliver training for teachers, support staff, Principals and Governors around all aspects of inclusion.
- Consult with, and advise staff and governors on current policy and procedures relating to inclusion.

The duties and responsibilities in this job description are not exclusive or exhaustive and the post holder will

be required to complete such duties as may reasonably be expected within the scope and grade of the

post.



Qualifications, skills and Experience

- Full support for the Catholic Vision of the St John Paul II MAC.
- Holds QTS
- Excellent teacher with recent classroom experience.
- Achieved National SENCO Award
- A strong knowledge and wide ranging experience of inclusion and support for vulnerable pupils
- Demonstrable evidence of positive impact on outcomes for disadvantaged and children with SEND at whole school level.
- Up to date and relevant CPD history
- Understanding and knowledge of current research and evidence-based approaches to removing barriers to learning.
- The post holder will be expected to be DSL trained.
- Strong interpersonal and communication skills.
- Ability to work as part of a team.
- Confidence to provide support and challenge to colleagues across the MAC in order to improve outcomes for SEND/disadvantaged children.