

Job Description

Post:	Regional Inclusion Lead
Salary:	Upper Pay Range - Based on experience
Responsible to:	Assistant CEO (Education)

Core Purpose

- To raise the quality of education, provisions, attainment and opportunities for children across The Vine Schools Trust, particularly those with SEND children. By supporting, advising and developing Senior Leaders and SENCOs within our schools using your SEND expertise.
- To support the implementation and embedding of our Vine Schools Trust SEND Strategy.

Responsibilities

- To work with individual schools, groups of schools, school leaders and the wider education team.
- To work as part of the Trust Team in the development of Inclusion, SEND and Behaviour across the Trust.
- To carry out data analysis for your Regional schools and work with leaders, and teachers to carry out moderation activities.
- To provide support and challenge in pupil progress meetings.
- To develop central resources and support materials for leaders and school staff.
- To support in the implementation of the Trust SEND Strategy and other specific strategies across the Trust as the need arises.
- To work on specific projects across your Region in line with Trust Strategies.
- To attend Ofsted inspections when required to support leaders and staff.
- To model lessons and learning opportunities and/or team teach to support in the development of teachers.
- To support schools to adapt their curriculum, ensuring they have high ambition for SEND, are broad and balanced and all opportunities are inclusive.
- To review SEND documentation, across the schools in your Region, to ensure they meet statutory expectations as per the Code of Practice and supporting schools leaders/SENCOs where required. (E.g. Information Reports, SEN Lists)
- As part of the Vine Team develop a range of approaches to support schools with inclusive practice and SEND provision, including the dissemination of up to date information, clear guidance and best practice in relation to SEND pupils, as well as other vulnerable groups.
- Drive and inspire a passion for learning in every member of the school community.
- Mentor and motivate staff to build a culture of personal responsibility, high levels of commitment, standards and drive for success.
- Provide a model of outstanding practice to all staff in teaching and school leadership.

- Keep informed of developments within the National Curriculum and other relevant curriculum development sources, to ensure that the curriculum is accessible to all children rich and contributes to outstanding educational and whole-person outcomes.
- Keep informed of developments within national accountability for schools, including the OFSTED framework and national assessment requirements, to ensure effective advice and guidance can be given to schools.
- Be responsible for the effective and efficient use of resources
- Support schools in achieving the aims of SEND section of school's School Development Plan.
- Ensure that all children make optimal progress including where there are barriers to learning, through clear, consistent and excellent systems and provision for all, actively promoting inclusion.
- To maintain worklogs and be accountable for the work carried out.
- Promote, embed, secure and monitor all agreed Vine policies.
- Ensure all safeguarding procedures are rigorously followed.

Person Specification

	Essential	Desirable
Right to work in the UK	*	
Knowledge/Qualifications and experience		
Graduate with Qualified Teacher Status	*	
Experience of working as a SENDCo for at least five years		*
SENDCO Qualification (National Award)	*	
NPQH /NPQSL (or equivalent) achieved or underway		*
Experience in the analysis of performance data for the purposes of target setting and evaluation.	*	
Experience of monitoring and improving the quality of teaching and learning.	*	
Experience at deputy or assistant head level (or equivalent).		*
Experience of having led, or made a significant contribution to, the success of a school, through its leadership, pupil outcomes and ethos.	*	
Experience of supporting staff to optimise attainment and progress of pupils.	*	
Experience of teaching in, or leading, more than one phase of education or subject area.	*	
Extensive experience of successfully and effectively working with children with a wide range of significant barriers to learning.	*	
Strong knowledge and understanding of Inclusion, SEND and Behaviour Management.	*	
Strong knowledge of multi-agency working to support the needs of vulnerable pupils, particularly those with SEND.	*	
Skills , abilities and personal attributes		
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	*	
Commitment to promote and support the aims of The Vine Schools Trust	*	
Flexible approach.	*	
Willingness to travel.	*	
Able to work anywhere within the Trust when required.	*	
Understanding and ability to communicate and successfully implement strategies.	*	
Ability to objectively evaluate the quality of teaching: identifying strengths and areas for improvement including appropriate CPD/actions to improve.	*	
Outstanding teacher.	*	

Sufficient numeracy skills to interpret statistical data.	*	
An understanding and competent use of ICT to aid and promote the quality of teaching, accessibility to learning and administration.	*	
Excellent organisational skills.	*	
Well-developed interpersonal and communication skills.	*	
Ability to engage with a wide range of professional colleagues in different contexts, including providing supportive feedback to secure improvement.	*	
Clear understanding of the ethos and strategies required to establish consistently high standards in outcomes, progress, attitudes and behaviour.	*	
Demonstrate a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising the quality of their education.	*	
Demonstrate personal and professional integrity, including modelling values and vision.	*	