



SENCo - Berger Primary School

Salary: Main pay scale - Upper pay scale plus a TLR

Contract: Permanent

Hours: Full time

Start date: Spring term, Monday 6th January 2025

Closing date: Friday 29th November, 12 noon

Berger Primary School seeks to appoint a SENCo to join us in January 2025

Berger is a vibrant and inclusive school in the heart of Hackney. In addition to achieving KS2 results higher than the national average, we are proud of our Creative Curriculum, which sees all subjects taught through the Lens of the Arts. If you are a dedicated teacher, who relishes the opportunity to support children to become high-achieving, passionate and resilient learners, then we welcome your application.

We are looking for a SENCo to join an established and experienced SLT that holds extensive SEN experience.

As a SENCO, you'll be an experienced teacher with a passion for supporting pupils with special educational needs. Working closely with staff, parents and other appropriate professionals, the main purpose of the role is to apply your leadership skills to guide other teachers with delivering a provision to raise education achievements for special educational needs (SEN) pupils.

We welcome applications from teachers who are interested in completing NASENCo training.

Your responsibilities will include devising the school strategy to help ensure that every child who is classified as SEN is supported to help them reach their full educational potential. You may also have teaching responsibilities and will be required to design and deliver interventions within and outside the classroom.

Responsibilities

As a SENCo, you'll need to:

- Attend SLT meetings and provide written reports for meetings
- be aware of different learning difficulties and disabilities which are classified as SEN, and providing equity to each child depending on their own individual needs
- develop and oversee the implementation of the school's SEN strategy and policy
- carry out four-part cycle assessments of pupils with SEN to identify needs and monitor progress - including observations in the classroom and meeting with teachers and parents
- work with classroom teachers, the school leadership team, parents and relevant external agencies to develop, implement and monitor individual support/learning plans
- build rapport with the pupils to set personalised education, health and care (EHC) plans, which include social and academic targets
- provide termly updates on pupil progress through written reports and visual evidence (videos)
- chair annual reviews to provide relevant agencies with updates on the pupils' progression towards targets
- develop learning resources to help with pupils' development, including sensory and visual to improve fine motor skills
- support teachers to develop and implement effective teaching and behaviour management approaches in the classroom
- make referrals and liaise with professionals outside of the school within local authorities and health care services, including psychologists, speech and language therapists and occupational therapists
- provide advice and training to classroom teachers on supporting pupils with SEN and offer further guidance if needed
- manage and advise on the school budget and resources for SEN provision
- develop and maintain systems for keeping pupil records, ensuring information is accurate and up to date including the school inclusion register.
- analyse school, local and national data and develop appropriate strategies and interventions.
- keep up to date with national and local policies including the code of practice related to SEN and cascade information to colleagues

Skills

You'll need to have:

- a strong commitment to raising educational attainment for children and young people with SEN, including working with pupils directly and supporting other staff
- a willingness and ability to develop specialist knowledge and keep up to date with local and national policy and developments
- influencing and negotiation skills - to ensure the strategy and policy of the school is effective for SEN pupils, this may require further sufficient internal resources and necessary support from external agencies
- leadership skills - to inspire and motivate other teachers, model good practice and embed a whole school commitment to supporting pupils with SEN
- interpersonal skills and teamworking - for building relationships with parents, teachers and external professionals, and working together to achieve the set strategy
- written communication skills - for writing education, health and care (EHC) plans and setting targets, completing termly reports on pupil progress and writing training guides for staff
- organisation and time-management skills - needed for prioritising and balancing a busy and varied workload
- empathy and emotional intelligence, for recognising and responding sensitively to the needs of pupils and parents
- analytical and problem-solving skills - necessary for analysing school, local and national data and developing appropriate strategies and interventions.
- experience running and establishing groups

Work experience

Experience of teaching and supporting pupils with SEN is essential. If you have obtained experience in different settings and with pupils of different ages, this will also be beneficial. As the SENCo role is a leadership position, any management experience in a school setting would be advantageous.

Berger Primary School is committed to safeguarding and promoting the welfare of children and young people. All school posts are subject to an enhanced DBS check.

For all enquiries, please email hr-berger@berger.hackney.sch.uk