

Manor Leas Junior Academy
Candidate information pack
For the role of
SENCo



Hykeham Road

Lincoln

LN6 8BE

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Introduction

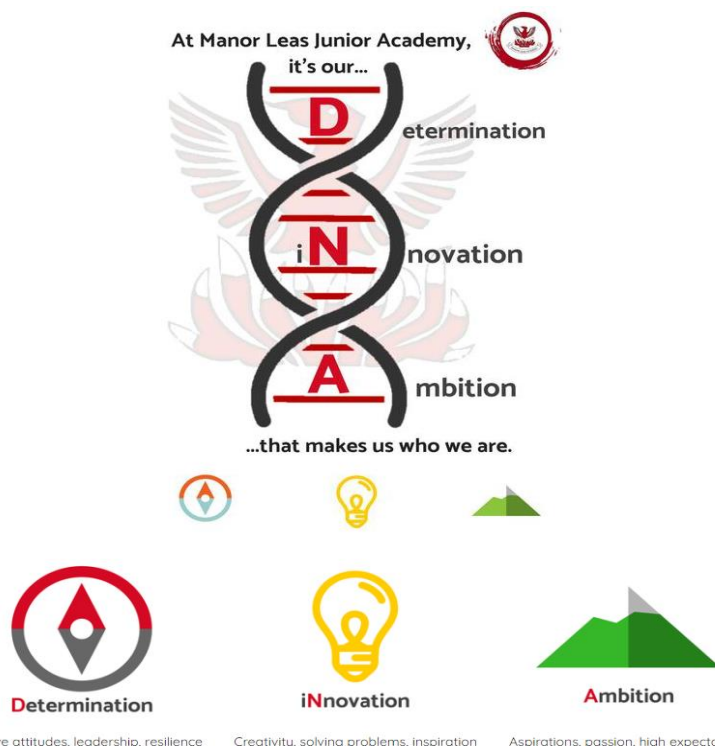
Manor Leas Junior Academy is a Junior school for KS2 years 3-6. There are currently 278 children on roll. The school is located in North Hykeham, Lincoln and is close to bus and rail networks as well as major roads for easy access to local towns such as Sleaford, Grantham, Gainsborough, Newark and Scunthorpe.

The school was last inspected by Ofsted in 2016 and achieved a 'Good' rating. Each year the school undertakes a 'Challenge Partners' inspection, which for the last number of years has resulted in an 'Outstanding/Leading school' grade.

Manor Leas Junior Academy converted to an academy in 2013. There is a strong board of governors who are dedicated to the continual improvement of the school and the site.

The school has 2 infant feeder schools – Manor Leas Infant school which is located on the same site and Bracebridge infants school which is located 1.2 miles away. The school runs a successful wrap around care facility for pupils at both the Junior and Infant schools.

At Manor Leas Junior Academy, we believe that our values are part of what makes us who we are - Our DNA.



Our Vision

Our vision is to inspire every child to achieve the highest standards. We will have high expectations for all who learn at our school, both children and adults. Every child will enjoy Reading, Writing and Mathematics so these core areas underpin their belief in success. The wider curriculum will excite learners and challenge their thoughts and opinions developing creative and inquisitive learners. Our vision is for all children to believe in themselves: taking risks and being *innovative* as they learn each day.

Pupils will have high *ambitions* for the future, but pupils will also enjoy their learning in the moment. Our vision is that pupils will all be *determined*, confident and relentless learners which embodies the **culture** at Manor Leas Junior Academy.

Culture:

- We make learning creative and engaging.
- We exude positive energy, passion and spirit.
- We are welcoming to all.
- We have the highest expectations for everybody.
- We are collaborative and supportive.
- We are nurturing.
- We believe in distributed leadership; empowering individuals.
- We are professional and driven.
- We have a community of thinking that is based in research.
- We reflect on practice to be the best we can be.
- We all have a voice.
- We have a laugh and enjoy humorous moments.

What skills and experience are we looking for?

Do you have experience supporting students with SEN?

Manor Leas Junior Academy is seeking to appoint an exceptional, experienced qualified teacher as SENCo.

Job Description

Employment details	
Job title	SENCo
Reports to	Headteacher
Hours of work	Part time – 0.6
Salary	MPS/UPS + SEN allowance (Leadership Scale negotiable for the right candidate and experience)

SENCo Duties

- To ensure that Academy practice is compliant with the SEND Code of Practice and other relevant statutory requirements.
- To work with the Senior Leadership team ensuring an ethos of Inclusion within the Academy and a culture of high aspirations for students with SEND.
- To work with the Senior Leadership team ensuring the implementation of the Academy SEND Policy.
- To ensure that the provision of SEND support is in accordance with the aims of the Academy and the curricular policies determined by the Governing Body and Headteacher of the Academy.
- To be responsible for maintaining the Academy's SEND Profile, ensuring that it is always up-to-date and is an accurate picture of student SEND need across the Academy.
- To be responsible for the accurate identification of SEND need across the Academy, ensuring a rigorous and thorough assessment process.
- To be a role model with regard to Quality First Teaching and scaffolding within your own teaching practice.
- To be responsible for the Academy SEND Offer, ensuring high quality targeted interventions enabling students with SEND to make better progress.
- In consultation with the Senior Leadership Team, to provide a programme of professional development with regard to SEND, that ensures all staff have the knowledge, skills and understanding to plan teaching and learning effectively and enable students with SEND to make expected progress.
- To be responsible for tracking the progress of students with SEND, using a wide range of Academy data relating to progress, attainment, referrals, exclusions, detentions and attendance to identify barriers to learning.
- To deploy staff and resources according to the needs of SEND students.

- To write a termly report to the Governing body on progress and developments.
- To ensure that the SEND Development plan has clear aims and objectives, enabling progression within all areas of SEND Policy and provision. To be responsible for ensuring that the Assess, Plan, Do, Review Model is integral to monitoring evaluation and review of SEND provision and that it forms an essential part of whole Academy monitoring, evaluation and review. This includes half-termly progress reviews, observations.
- To liaise with external bodies in relation to SEND pupils and the support available
- To liaise with families in respect of support for their child/children
- To attend relevant meetings with professionals and families
- Deputy Designated Safeguarding Lead
- Management of pastoral support as needed (mental health, multi-agency, social care etc.)

Leadership

- To work with the Senior Leadership team to ensure that Quality First Teaching Strategies are embedded in teaching and learning across the Academy.
- To work with the Senior Leadership team to ensure that strategies on Student SEN Profiles are being used as part of the lesson planning process and are integral to teaching and learning across the Academy.
- To work with the Senior Leadership team to monitor, evaluate and review the quality of teaching and learning across the Academy, with regard to SEND students
- To work with teachers and the Senior Leadership team to ensure that Quality First Teaching is embedded in teaching and learning.
- To work with the Senior Leadership team to monitor the academic progress of students with SEND within the Academy, ensuring expected progress and the provision of targeted interventions as appropriate.
- To work with the Senior Leadership team to ensure efficient and effective use of Teaching Assistant support.

Knowledge and Understanding of the Curriculum

- Knowledge and understanding of national priorities, current curriculum development and an ability to design and implement an innovate curriculum based on students' needs
- A thorough understanding of quality assurance techniques
- An appreciation of student motivation
- An understanding of how professional development contributes to the raising of quality

Qualifications & Experience

- Qualified Teacher Status
- Evidence of Continuing Professional Development relevant to the SENCO role or willingness to undertake this training.
- National SENCo award (or willing to undertake within 3 years)
- SEN experience
- Evidence of successful teaching experience
- Evidence of pastoral experience
- Experience of working with key stakeholders such as parents, governors, employers etc
- DSL/DDSL experience (desired)

Safeguarding Notice

Manor Leas Junior Academy is committed to ensuring the highest levels of safeguarding and promoting the welfare of children, and we expect all our staff and volunteers to share in this commitment. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check will be completed for all applicants. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Equal Opportunities

Manor Leas Junior Academy is an equal opportunities employer and welcomes applications from all suitably qualified candidates.

As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.

How to apply

In addition to this candidate pack, the school's website – www.manor-leas-junior.lincs.sch.uk will provide prospective applicants with all relevant information and publications, along with the academy application form and privacy notice. All candidates are to submit a completed application form and a personal statement (no more than 2 A4 sides).

Visits to the school are welcome and can be booked by contacting Nicky Hodgson, (nicky.hodgson@manor-leas-junior.lincs.sch.uk). Parking is available on the school site.

The closing date for applications is Wednesday 8th February 2023 at 09:00hrs and interviews are expected to be held on Wednesday 22nd February 2023.

CV's will not be accepted. Completed applications and personal statements are to be sent to nicky.hodgson@manor-leas-junior.lincs.sch.uk.

Selection process

Full details will be provided to all candidates selected for the interview process. The process will include;

- Written tasks
- Panel interview
- A Short presentation

