

# SEND CONSULTANT (Secondary) Harris Federation

L8-L12 (Inner London) + Performance and Loyalty Bonus  
+ Pension Scheme (TPS) + Harris Wellbeing Cash Plan  
+ Additional Harris Benefits

## How To Apply

Please visit [www.harriscareers.org.uk](http://www.harriscareers.org.uk) to apply online and submit your application. We only accept applications submitted before the closing date via our careers website. Please refer to the last page of this candidate pack and our website for guidance on applying to opportunities within the Federation.

## Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our [Policy Statement on the Recruitment of Ex-Offenders](#).

## About the Harris Federation

The founder and sponsor of the Harris Federation, Lord Harris of Peckham, opened our first school in 1990. We have, over the past thirty years, implemented ideas and initiatives that have transformed the opportunities of pupils from working class and disadvantaged backgrounds. Harris academies are widely recognised as a force for social mobility. We are immensely proud of the role that our alumni are now beginning to play in the world and of what we believe our current generation of pupils will go on to achieve.

The Harris Federation has a track record of accomplishment in achieving success through rapid school improvement and has built an unrivalled reputation for running outstanding academies. We now have over 50 schools educating more than 40,000 young people across London and Essex and employ over 5,000 staff across our academies and head office. With many of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve.

## Our Vision

We are a pioneering education charity, and one of the leading multi-academy trusts in the country. We have built a reputation for transformative change, taking on some of the most challenging schools in London and turning them into places where every young person can access a high-quality education and have opportunities to succeed.

Our vision, from the start, has been to provide the structure and services needed for our schools to amount to more than the sum of their parts, and to free-up our teachers and leaders to focus on one thing and one thing only: the outstanding education of all their pupils. Our young people and communities are at the heart of everything we do. Our core mission has always been to close the educational gap between young people from disadvantaged backgrounds and their peers. Our ambition is one where every child in London, no matter their background, has equal access to high quality education, giving them the same opportunities and potential to succeed.

## Our Values

We have exceptional teachers, support staff, and leaders that come from a wide range of backgrounds. They bring many different skills, but they all share a strong commitment to delivering an outstanding education and creating an inspiring and happy school environment. We know there are many challenges facing our young people and the communities we serve, and that's why we need determined people like you to help us tackle those inequalities.

Whilst each of our academies has their own unique cultures and values; as a whole Federation, we have four core values which are central to successfully achieving our vision: **Excellence, Collaboration, Support, and Innovation**. We are proud of our values because they guide us in how we work allowing us to achieve the best possible outcomes for our young people, communities, and colleagues. No matter what your role is, where you're based, or what your career goals are, our values act as a guide to empower you to do your best work.

## What Sets Harris Apart

We are a Federation rather than a chain, and the autonomy of our Principals, and their individual academies is a key element of our success. In addition, the support structure from our central team provides a range of efficient and time-saving services to our academies, but Principals have ownership of running their schools to determine the best curriculum and other local policies to suit the context of their school, staff, and students.

Our head office based in East Croydon, provides expertise and guidance across Commercial, Governance, IT and Data, Finance, Estates, Procurement, HR and Recruitment, Sixth Form and Marketing. Harris academies are funded on the same basis as other state schools in England, but by negotiating shared contracts and services, and delivering other economies of scale, our academies save over £5m per year, all of which goes back into the education of our students.

As part of the central team, we have more than 70 consultants, each a subject specialist and highly skilled teachers who are available to our academies as a resource to use as they need. Their job is to create curriculum excellence in every subject. Our schools can access their full support to ensure the most effective curriculum intent, implementation, and impact.

## From Our CEO

We see Harris as a system disrupter – whose purpose is to make life fairer for children in and around London. Our focus is to take on the most challenging schools and turn them into exceptional places of learning where everyone – staff and students – thrives.

We strive to deliver an excellent education to our young people so they can progress into top careers and the very best universities and apprenticeships, giving them the chance to fulfil their potential, no matter their background.

The secret of our success is that every Harris academy is different; every school has its own culture and ethos nurtured by its leadership team to suit the local community and context. However, all Harris academies are united by a determination to constantly improve and to quickly identify and share what works to ensure that every pupil is successful regardless of background.

As we grow, we are delighted to welcome new and experienced teachers, leaders, and support staff into the Federation, all of whom are crucial to our ongoing success. We encourage staff in their learning and development, our CPD is regularly described as 'outstanding', and all of us are committed to growing our expertise and sharing it with each other.

Sir Dan Moynihan  
Chief Executive

## Our Benefits

We know our success is a direct result of the hard work and dedication of our teams. No matter what your role, by joining the Harris Federation, you will be making a difference to young people across London and in recognition of this, you will be able to enjoy the tangible and intangible benefits of working at Harris.

Harris has a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.

You will also have access to a variety of benefits, support programmes and initiatives including:

- Excellent opportunities for continuous professional development and support to progress your career
- Annual performance bonus
- Pension scheme (Teachers Pension Scheme or Local Government Pension Scheme) with generous employer contribution
- Lifestyle friendly working arrangements and policies
- Harris Wellbeing Cash Plan including cover for routine and specialist healthcare, and access to a virtual GP service
- Employee Assistance Programme for free and confidential advice
- Cycle to work salary sacrifice scheme
- Wide range of shopping, leisure, and travel discounts, and exclusive to Harris employees, a generous 20% off at Tapi Carpets
- Interest-free ICT and season ticket loans

## Diversity and Inclusion

We are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our young people. 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.

Our work will impact many generations to come, and our staff come from all backgrounds and walks of life, coming together to inspire young minds. We promote an inclusive culture that embraces the valuable and enriching contribution that all our community make. We continue to be proactive in uplifting and supporting all voices at Harris.

# Job Purpose

The SEND Consultant will work within the Harris Federation Central Consultant team and will be line managed by the Senior Lead Consultant. The purpose of the role is to support the progress and raise the attainment of students with SEND across the Federation.

## **Principal Responsibilities**

- Work with the academy staff and Subject Consultants to drive up standards of student access, attainment and achievement in relevant subjects in each of the Federation academies.
- To evaluate subject curriculum provision and pedagogy with a focus on SEND within Federation academies, working with central Subject Consultants and Subject Coordinators.
- Support subject teachers to ensure that the needs of SEND students are being met in lessons by building their capacity to ensure Quality First Teaching through mentoring, coaching and appropriate professional development.
- To deliver relevant CPD sessions to colleagues including teaching and support staff, trainee and early career teachers, senior leaders and central Subject Consultants.
- To teach key groups and students from time to time in particular academies when the need arises.
- To identify best practice and ensure this is shared and spread across the Federation.

## Main Areas of Responsibility

- To work with academies by supporting subject departments to achieve measured improvement in order to achieve demanding targets for SEND pupils.
- To critically analyse and interpret data from a range of sources to identify appropriate improvement strategies and so ensure challenging targets are set and achieved.
- To pro-actively ensure that subject-specific SEND intervention strategies are put in place when needed so that students can access the curriculum, flourish and meet their full potential.
- To provide targeted and intensive professional development, consultancy and interventions with students and subject departments, for example, on SEND subject exam strategies.
- To review access arrangements with subject department leads in order to ensure these are appropriate for their cohorts.
- To coach and mentor subject staff and contribute to performance management arrangements as required.

- To model best practice and be seen as an approachable and useful fellow professional.
- In conjunction with the Federation Consultant Leaders, to build external contacts with universities, subject associations and other bodies on behalf of the subject departments in the Federation.
- In conjunction with the Federation Consultant Leaders, to establish a bank of high-quality on-line materials, including teaching materials and schemes of work in the Harris Learning Gateway which are accessed by subject staff across the group.
- To lead Federation master classes or revision sessions in the subject.
- From time to time, to teach key students or subject classes in particular academies when required and/or to act as interim subject leader when a need arises.
- To keep up-to-date with developments in SEND and other Federation or academy initiatives as agreed, and to provide leadership, advice and guidance to the academies.
- Work with Principals, Senior Managers and Federation Consultant Leaders as appropriate to ensure high quality recruitment, selection and retention of SEND staff.
- To maintain appropriate records of work undertaken and report orally and in writing in a manner which ensures high levels of accountability to the Consultant Leaders, CEO and Principals.
- To undertake knowledge and policy updating and participate in other professional development activities as required.
- Show initiative, flexibility and the ability to deliver outcomes and make things happen.
- To promote and safeguard the welfare of the children and young people that they are responsible for or come into contact with.
- To comply with the Federation and academy Health and safety rules and regulations and with Health and Safety legislation.
- To undertake all other tasks reasonably assigned by the Federation CEO.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

# Person Specification

Essential	Desirable
<ul style="list-style-type: none"> <li>• Degree in relevant specialism or curriculum subject. Qualified teacher status.</li> <li>• Hold a relevant SENDCo qualification.</li> <li>• At least 3 years' SEND teaching experience.</li> <li>• At least 2 years in a management role, for example, being a SENDCo or Co-SENDCo. A thorough understanding of the needs of students with SEND and Quality First Teaching.</li> <li>• Experience and confidence in designing and delivering effective CPD to individuals and groups of staff.</li> <li>• Knowledge of SEND networks and training opportunities.</li> <li>• Knowledge of best SEND practice, resources and frameworks for initial and ongoing assessment.</li> <li>• Knowledge of high-quality SEND teaching and learning resources, both hard copy and online.</li> <li>• Clear evidence of having raised standards of achievement at all levels. Successful experience of curriculum development.</li> <li>• Experience in observing and evaluating teacher quality and providing effective feedback.</li> <li>• Experience of setting specific targets and managing improvement across a Key Stage or more widely.</li> <li>• Successful experience in a multi-ethnic inner-city school. Evidence of being an excellent teacher.</li> <li>• Strong knowledge of the national curriculum programme of study for your subject and of current subject developments.</li> <li>• Ability to clearly articulate a vision for the future of the specialisation which enthuses and motivates.</li> <li>• Excellent ICT skills.</li> <li>• Strong communication and interpersonal skills.</li> <li>• A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets.</li> <li>• An ability to work flexibly, including some weekends, evenings as and when required and residential courses.</li> </ul>	<ul style="list-style-type: none"> <li>• Level 3 or above qualification/training in an SEN specialism (for example, Speech and Language with Elklan, Autism with National Autistic Society, Dyslexia teaching with British Dyslexia Association, psychometric testing/specialist assessor training with PATOSS)</li> <li>• Knowledge of specialist assessment tests and access arrangements, i.e., JCQ specification and updates.</li> <li>• Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to SEND and subject, including latest inspection and research findings.</li> <li>• Experience of supporting students in gaining suitable accreditations.</li> <li>• Evidence of having supported other staff in a coaching or mentoring capacity.</li> <li>• Good influencing/negotiating skills. Capacity for future promotion.</li> <li>• Current driving license.</li> </ul>

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job:

- Essential: without which candidate would be rejected
- Desirable: useful for choosing between two good candidates

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- 1) Equal Opportunities
- 2) Health and Safety
- 3) Data Protection Act (2018)
- 4) Safeguarding children

# Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

## Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To apply, you will need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

## Help and Support

For our Help and Support completing your application, visit [www.harriscareers.org.uk](http://www.harriscareers.org.uk)

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