**JOB TITLE: SENDCo**

**SALARY:** Leadership Pay Scale L6 – L10

**LOCATION:** North Liverpool Academy

**REPORTING TO:**  Principal

**CONTRACT:** Permanent

**Role Purpose:**

The purpose of this role is to support the Principal in leading the delivery of outstanding education across North Liverpool Academy.

A can do attitude is essential, as well as flexibility to support the academies as the new structure evolves. The successful candidate will have excellent inter-personal skills enabling them to work with all colleagues professionally, enthusiastically and with relentless attention to detail and accuracy. The SENDCo at NLA will have outstanding leadership skills that will enable their large team to be accountable to student outcomes.

The SENDCO will play a key role within the Academy to ensure that all students/pupils with additional needs make accelerated progress in their learning and achieve to the very best of their ability.

The successful candidate will be the expert within the Academy and manage the support for SEND students working closely with the Assistant SENDCo & SEND support team.

Through a thorough understanding of the SEN code of practice the right person will have demonstrated both best practice in meeting the needs of pupils with SEN and a proven commitment to high expectations and raising standards for all.

**Key Accountabilities:**

* To play a key role within the Academy to ensure that all students/pupils with additional needs make accelerated progress in their learning and achieve to the very best of their ability
* To lead a large team, ensuring all line managed staff are accountable to improving all identified student outcomes academically.
* Evaluate the effectiveness of individual members of staff in their team, providing support and significant challenge to improve and develop.
* To directly contribute to students’/pupils’ accelerated progress through high quality sustained teaching of intervention support groups based upon a forensic knowledge of students’ learning and specific needs.
* To manage the support for SEND students as ‘expert in the field’, including the co-ordination and delegation of relevant activities.
* Developing, monitoring, reviewing, evaluating effectiveness of and reporting on policy, action plans and practice
* Identify and adopt the most effective teaching approaches for SEND pupils
* Monitor teaching and learning activities to meet the needs of SEND pupils
* Ensuring Academy systems provide continuity of support and learning when transferring SEND pupils
* Review targets for raising achievement among SEND pupils and other groups as appropriate across the trust.
* Collect and interpret specialist assessment and performance data and share with the Principal, Director of Inclusion and Senior Leadership Team as appropriate.
* Set up systems for identifying SEN, and assessing and reviewing SEND provision.
* As necessary, advise on applications for EHC Plans alongside the Principal & Assistant SEND Co-ordinator.
* Monitor and advise on SEND register
* Evaluate the effectiveness of provision of wave interventions.
* Encourage the Principal and SLT to recognise and fulfil their statutory responsibilities to SEND students
* Provide training opportunities for Academy staff to learn about SEN, including whole-school Inset.
* Disseminate good practice across the Academy.
* Identify resources needed to meet the needs of SEND pupils and advise the Principal of priorities for expenditure.
* Work with the Principal on the strategic development of SEND, including reviewing and formulating appropriate policies.
* To advise on the supervision and organisation of LSAs, including their performance management.
* Liaise with the Educational Psychology service and other support agencies.
* To keep abreast of developments in SEND, provision etc. and inform Academy colleagues as necessary.
* To attend appropriate training, CPD and conferences and provide feedback to colleagues.
* Assist the Academy with SEN self-evaluation, contributing to the academy/school Self Evaluation and improvement plan and planning for continuous improvement.
* Provide group wave intervention support as needed and appropriate
* Model good practice in teaching pupils with SEND including those with severe complex needs.
* Comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person
* Establish constructive relationships and communicate with other agencies/professionals, in liaison with the academies, to support achievement and progress of students.