SENCO – Permanent Contract

Welcome

I would like to thank you for your interest in applying for the above post. You now have the opportunity to join a thriving and very successful SEND department, built upon relationships of mutual respect between students and staff alike. Having had the chance to read our recruitment pack and find out a little bit more about our school and our department, I very much look forward to receiving your application.

**Aims, Philosophy and Ethos**

Bishop Challoner Catholic College believes that students with special educational needs and disability (SEND) should have their needs addressed in an inclusive environment. They should have access to a broad and balanced education, including access to the National Curriculum. Students will be enabled to access lifelong learning, allowing them to fulfil their potential as confident, determined and resilient members of society. We adhere to the Equality Act of 2010 and follow the 2014 Code of Practice; our local offer for SEN is outlined in our SEN Information Report on our school website.

Every member of our team has a true sense of vocation and embraces our core values of care and compassion. In our SEND Department, teamwork and positive relationships are at the heart of our work.

All students with SEND are encouraged to take an active role in extra-curricular activities.

In addition, we are very much an outward-facing school, constantly seeking ways to foster and develop strong partnerships with our partner schools and organisations. For example, the SENCO TOLKIEN Cluster of SENCOs from our feeder primary schools meet with us once a term.

**Staffing**

The SEND Department is a thriving team of expert practitioners with a total of 6 staff, including full and part-time members. We have three full-time teaching assistants who are each ‘leads’ in the following areas: Autism/ASC, Attention Deficit and Hyperactivity Disorder/ADHD, and Speech, Language and Communication Needs/SLCN. We have an Assistant SENCO and a SEND Administrative Support Assistant, who is also our lead for supporting students with Hearing Impairments, Physical and Medical conditions.

The SEND Department works closely with the Well Being Team, Pastoral Team and Safeguarding Team.

**In January 2023, an Accessibility Audit was carried out by ‘Equality Act Audits.’**

**Highlights from the report include:**

* *Parents/carers and students can be sure that Bishop Challoner Catholic College is a fully inclusive school which values every member of the school community. They strive always to raise aspirations and attainment of all students in partnership with a range of outside agencies and stakeholders. Their team is established and fully committed to ensuring students are aspirational working to unlock personal potential.*
* *Bishop Challoner Catholic College is committed to safeguarding and promoting the welfare and well-being of children, young people and staff. They believe that everyone, without exception, has a right to be safe and to be treated with dignity and respect regardless of background and free from discrimination. The school recognises that children learn best when they are healthy, safe and secure.*

**In October 2022 we hosted an external SEND Review. The review was extremely positive. Here are just a few of the many strengths highlighted:**

* *The school has a vision of equality of opportunity for all students with SEND. Learners are afforded equal to access to quality curriculum pathways, including in the core curriculum.*
* *The leadership of SEND is a strength. There are strategic approaches embedded in the leadership of SEND at all levels.*
* *Policy and processes for SEND are cohesive across all levels of the school. SEND has a high profile e.g. standing item on HoDs’ departmental agendas and SLT meetings with the SENCO.*
* *The school has developed a cohesive, integral approach to SEND at all levels in the school. It is responsive to need and founds this response in its Catholic value-system: to ensure quality for all.*
* *The SEND team and the wider team is caring in its approach to meeting the needs of SEND students.*

**The school had a section 8 Ofsted inspection in October 2021 and SEND was judged to be “well led”:**

* *Staff support pupils with special educational needs and/or disabilities well in school. Leaders provide teachers with clear information about pupils’ needs. Teachers use this information effectively to plan pupils’ learning. These pupils achieve well as a result.*

Hopefully, this gives you a clear insight into strengths and nature of this thriving department.

Best wishes and I look forward to receiving your application,

Lucy Choudhury

Assistant Principal

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