



# Recruitment Pack

Trust Leader for SEND  
(Secondary)

**Ted**  
**Wragg** TRUST

# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

## Our Values



### Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

### Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

### Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

## How will we succeed?



# Key Details

**Job Title:** Trust Leader for SEND (Secondary)

**Location:** Devon

**Salary:** L scale, highly competitive

**Closing Date:** Midday on 31st March 2023

**Interviews:** 20th April 2023

**Required From:** September 2023

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



## How to apply

If you would like an informal conversation about this role please contact Maria Pym: [maria.pym@tedwraggtrust.co.uk](mailto:maria.pym@tedwraggtrust.co.uk)

Please use the application form available on the Trust website and email it to: [hr@tedwraggtrust.co.uk](mailto:hr@tedwraggtrust.co.uk)





# Job Description

<b>Job Title:</b>	Trust Leader of SEND (Secondary)
<b>School</b>	School Improvement Group (based at Matford Brook Academy)
<b>Responsible to:</b>	Executive Director of Education
<b>Salary grade:</b>	Leadership range

## Key Purpose of Job

- Work directly with SENDCos and Leaders to identify the strengths and weaknesses and support schools to address their areas of development.
- Support the Trust's School Improvement team to improve the consistency in the Quality of Education of schools across the Trust.
- Work closely with schools, identified by the School Improvement Team, as requiring intensive levels of support for improvement.
- You will be a pivotal person to show and share the best SEND practice across our schools.
- You will be expected to deliver regular professional development sessions to SEND leaders with the aim of improving pupils' outcomes and to ensure statutory responsibilities are met.
- You will be instrumental in developing the curriculum and assessment for SEND pupils and improving outcomes.
- You will work predominantly with our schools located in Devon County Council and within the Secondary phase.

## List Key Duties and accountabilities of the post

- Improve quality of SEND curriculum and provision; raising standards and outcomes of SEND pupils in our secondary schools
- Build sustainable capacity of support staff, teachers, Leaders and SENDCos including CPD delivery
- Advise on the development of the school's curriculum and assessment resources to enable access, and success, for all SEND pupils
- Communicate key messages to support staff, teachers, Leaders and SENDCos
- Consistently demonstrate a high standard of teaching and curriculum development across our schools
- Ensuring you provide challenge and support to those you work with to drive up standards in all areas
- Work alongside members of the School Improvement Team to embed effective SEND provision in all schools
- Support the Executive Director of Education to lead the Trust wide strategy for SEND
- Provide expertise and guidance to Headteachers and SENDCos
- Support schools with Ofsted preparation
- Provide advice and guidance to schools on statutory assessment
- Build an external network that can really help and support our schools with improving their SEND provision
- Report breaches in the school's duty in relation to the SEND Code of Practice to the Executive Director of Education.



# Person Specification

	Essential Desirable
<b>Qualifications and Professional Development</b>	
A honours degree	E
Qualified teacher status	E
NPQSL	D
National Award for SEN Coordination	E
National / Local Leader in Education (SLE)	D
Evidence of recent and relevant further professional development	E
<b>Experience and Knowledge</b>	
Monitoring and evaluating school improvement and target setting including the ability to accurately analyse a range of data	E
Successful and sustained experience of teaching/leading in KS3/KS4/KS5	E
Successful track record of senior leadership in specialist area (within KS3-KS5)	E
Evidence of the successful implementation of school improvement strategies	E
Excellent knowledge of the SEND Code of Practice	E
Able to work with parents/carers to understand and meet the needs of individual students	E
Good knowledge of strategies to improve the quality of education across the Trust	E
Experience of education in a challenging environment	D
Knowledge and understanding of safeguarding issues	E
Good knowledge of the skills and attributes required for effective leadership	E

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

<b>Abilities and Skills</b>	
Ability to effectively support the professional development of educational staff to motivate, empower, challenge, and enable staff to realise and meet their full potential in accordance with the statutory framework and standards	E
Ability to swiftly identify needs of vulnerable pupils and use this knowledge to inform policy and practice	E
Experience of working with early help provision	E
Experience of securing excellent attendance and punctuality from pupils	E
Experience of implementing effective strategies for which improve behaviour management	E
Ability to foster the culture which challenges inequality	E
Ability to establish a positive ethos with an accent on high achievement for all	E
Ability to empathise with the needs of pupils and to be firm but fair and consistent	E
Ability to prioritise and manage time effectively	E
A team player with the ability to establish good working relationships with staff, pupils, parents and, governors Trustees and other stakeholders	E
The ability to communicate clearly and concisely both verbally and in writing at all levels	E
The ability to set clear expectations and parameters and to hold others to account for their performance	E
<b>Personal Attributes</b>	
The tenacity to see things through and secure, where necessary, 100% compliance from staff and pupils	E
High standards of integrity and a positive role model for students, staff, parents and the wider community	E
Flexibility in approach	E
Stamina, resilience and enjoyment in overcoming challenges	E
Ability to manage and prioritise effectively	E
Ability to enthuse and motivate others developing strong partnerships within internal and external stakeholders	E
Willingness to share expertise and knowledge with others	E
Appreciation of work life balance	E
<b>Other Conditions</b>	
Ability to uphold the vision and values of the Ted Wragg Multi Academy Trust	E





# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.



# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



**Dixons Academies Trust** – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



**Cabot Learning Federation** – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



**Reach Academy Feltham** – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.